

Navy Quality of Life Survey: Shipboard Life Results

Gerry L. Wilcove, Ph.D.

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14. ABSTRACT The 2002 Navy Quality of Life (QOL) Survey was conducted primarily to determine Sailors' satisfaction with 15 professional and personal life domains, one of which was Shipboard Life. A Navy-wide random, stratified sample was drawn using an optimized sample allocation procedure. Data were weighted, using non-response and weighting class adjustments, to ensure that results would accurately generalize to the Navy population. Results are presented for shipboard life overall and specific and grouped aspects of shipboard life. Of the 15 domains, the Shipboard Life domain correlated the highest with overall satisfaction with military life and was perceived by many first-term enlisted and first obligation officers as negatively impacting their desire to remain in the Navy. A research program focusing on shipboard habitability is proposed and described.						
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Foreword

The 2002 Navy Quality of Life (QOL) Survey used a life domain-based approach to assess QOL. The survey was mailed to a sample of enlisted and officers in April 2002, with data collection closing in August 2002. This survey focused on overall perceptions of QOL in the Navy and QOL in 15 specific life domains, such as Career Development, Current Job, Shipboard Life, Sailor Preparedness, Residence, and Spiritual Well-Being. This survey was funded by and conducted for the Chief of Naval Personnel (N1). Complete results of the survey were described in Wilcove (2005). A methodological report on the survey is contained in Wilcove and Hay (2004).

Since there was special interest in the Shipboard Life results, it was decided to publish this report focusing specifically on that area. The Shipboard Life results were included in a cover story in the October 27, 2003 issue of the *Navy Times*, and also briefed to program managers at the Naval Sea Systems Command (NAVSEA) in Washington, DC on 20 November 2003. The Shipboard Life results presented in that brief were subsequently used, in part, as a basis for updating standards for the certification of Navy ships as published in the Naval Vessel Rules (American Bureau of Shipping, 2004). The author is grateful for the assistance with Shipboard Life issues provided by Mike Dropik and Tony Battisti of NAVSEA.

DAVID L. ALDERTON, Ph.D.
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2002 Navy Quality of Life Survey: Shipboard Life Results

Gerry Wilcove, Ph.D.



Despite the amount of time Sailors spend at sea in their careers, the variety of ship platforms, and the complexity of the shipboard experience, most research on shipboard life was conducted 25 years ago or more (e.g., LaRocco, Gunderson, Dean, James, Jones, & Sells, 1975). The 2002 Navy Quality of Life (QOL) Survey provided an opportunity to remedy that oversight. It addressed 15 QOL areas or “life domains” (Kerce, 1995), one of which was Shipboard Life.

In this report, “quality of life aboard ship” is viewed as a broad term that subsumes habitability but also includes factors such as leadership, job satisfaction, and professional development. The report addresses shipboard QOL *overall* and specific aspects of habitability, defined as how hospitable the ship’s conditions are. The narrow view of habitability can be defined as how well living conditions satisfy the Sailor’s basic physical requirements to live and function, the level of comfort the conditions provide, and the adequacy of personal services supplied for the Sailors (e.g., laundry, ship’s store, post office). A broader view also takes into consideration how well working conditions provide (a) the physical and technological means for Sailors to fulfill their unit’s mission and (b) the social environment to meet their psychological needs.

This report presents the results of the 2002 Navy QOL Survey for the Shipboard Life domain. First, results are presented for the domain overall—its relationship with overall satisfaction with military life compared with other domains, level of satisfaction with the Shipboard Life domain itself, and its perceived impact on career-continuance plans for first-term enlisted and first-obligation officers. Second, results are presented regarding how satisfied and dissatisfied Sailors are with a wide range of habitability conditions.

To provide a context for interpreting results, background information is presented first, including events leading to the study, how the study was conducted (i.e., the survey methodology), and the actual content of the survey.

The report concludes with a summary, recommendations, and a proposed research program.

Shipboard Quality of Life and Ship Design

"Integrating QOL needs into ship design must defer to the overarching importance of the mission itself. Under no circumstances can a QOL design factor have a negative impact on any mission area or on survivability."



C. C. Tate
John Hagan
Former MCPON
*Quality of Shipboard Life
Assessment Tool,
White Paper, 2000*

Shipboard QOL results presented in this report have potential implications for ship design. However, it is important to place these results in the proper perspective. This quote from Tate and Hagan (2000, p. 3) clearly articulates the Navy's priorities.

Background

- 1997: Naval Inspector General recommends that Chief of Naval Personnel (CNP) assess shipboard habitability and its impact on retention
- 1998: CNP commissions Navy QOL Survey to assess QOL content areas including shipboard QOL
- 1999 Navy QOL Survey conducted
- 2002 Navy QOL Survey conducted



The survey was originally called “QOL Domain Survey.” It was a comprehensive measure of QOL domains or life needs developed by Dr. Elyce Kerce and administered by the Navy Personnel Research and Development Center (NPRDC) (now Navy Personnel Research, Studies, and Technology [NPRST]) to the Marine Corps in 1993 (Kerce, 1995).

The QOL Domain Survey was recognized in a 1998 RAND report (Buddin, 1998) as “focusing attention on potential problems by identifying the relationship between a particular military practice and member well-being and readiness outcomes.”



Survey Methodology and Content

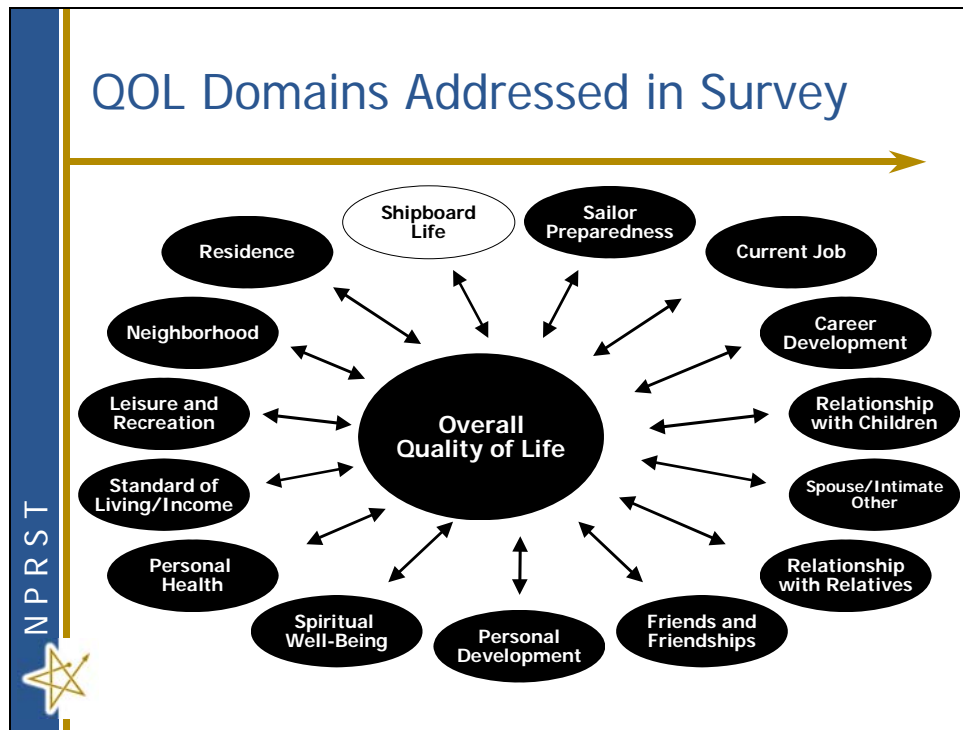
Survey Methodology

- Drew a representative random sample of active-duty Navy personnel (N = 16,833)
- Collected data from April--Aug 2002
- 5,114 surveys completed (31% response rate—similar to other Navy-wide surveys)
- Statistically weighted responses to ensure results representative of the Navy

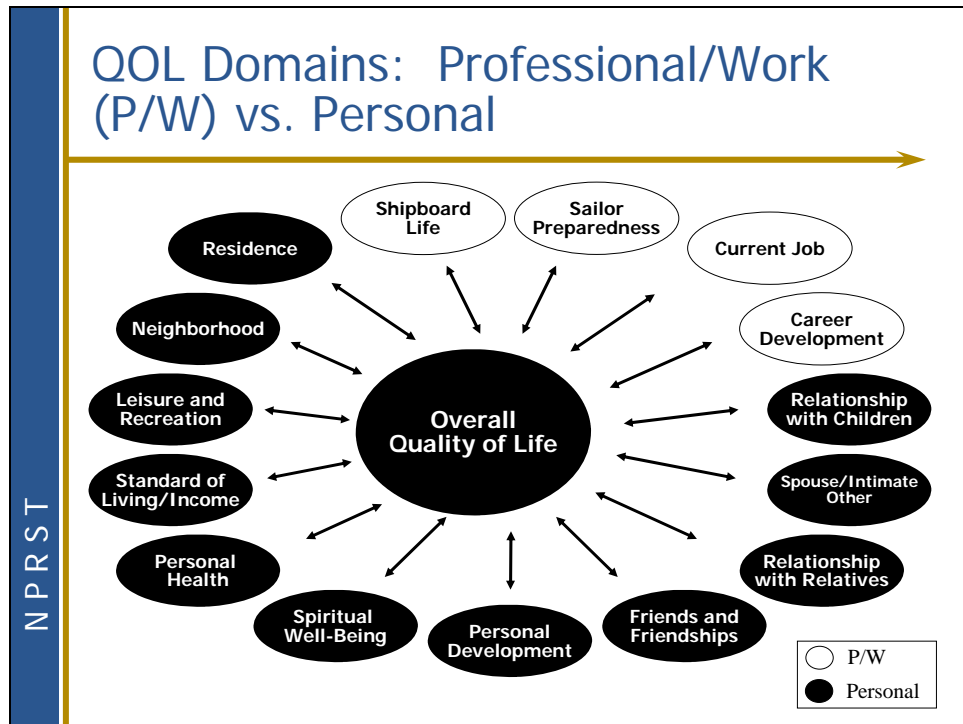
Prior to drawing the sample, the target population was defined as full-time active duty enlisted and officer personnel. Population totals were determined for the cells produced by crossing the sampling variables of paygrade, gender, and race/ethnic, status. The Sample Planning Tool (Kavee & Mason, 2001) was used to determine the optimal number of Sailors that should be sampled from the population cells. The Statistical Package for the Social Sciences (SPSS) was then used to randomly select Sailors for participation in the survey.

Survey responses were weighted to help ensure that results would generalize to the larger Navy enlisted and officer populations. Two standard weighting procedures—non-response adjustment and weighting class adjustment—were employed (Lohr, 1999; pp. 266-267). Wilcove and Hay (2004) describe the weighting procedures in detail.

A 7-point satisfaction/dissatisfaction response scale was presented on the survey (e.g., “How satisfied are you overall with shipboard life?”). Response alternatives were grouped into broad categories for analysis purposes: *completely dissatisfied*, *dissatisfied*, and *somewhat dissatisfied* were simply treated as *dissatisfied* responses and coded as 1; and *completely satisfied*, *satisfied*, and *somewhat satisfied* as *satisfied* responses and coded as 3. *Neutral* responses, the midpoint of the scale, were coded as 2. This provided a simple index of satisfaction and dissatisfaction that Navy leaders and policymakers could easily follow.



The conceptual model above shows that overall QOL in the Navy is affected by perceptions of 15 domains and that overall QOL, in turn, affects perceptions of each domain. In the survey, individuals were asked to indicate on a 7-point scale how satisfied or dissatisfied they were overall with each of the domains. For the most part, the domains pictured above were the same as those addressed in a study of the United States Marine Corps conducted by Kerce (1995) based on a review of the literature and interviews conducted with Marine Corps personnel. A few domains, however, were added later. In particular, Shipboard Life was added to the 1999 QOL survey (Wilcove & Schwerin, 2002).



Of the 15 domains addressed in the survey, four were considered to be professional or work-related domains (shown in white with black type). The rest, such as Residence, Personal Development, Spiritual Well-Being, and Personal Health were considered to be personal life domains (shown in black with white type).

Shipboard Life Topics Addressed in Survey

Facilities	9 questions
Services	18 questions
Physical environment	9 questions
Social needs	9 questions
	<hr/>
	45 total



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The issues addressed in the survey targeted four broad areas of shipboard habitability. This slide lists those areas (such as facilities) and the number of items devoted to each one. The next slide provides examples of the kinds of issues addressed within each area.

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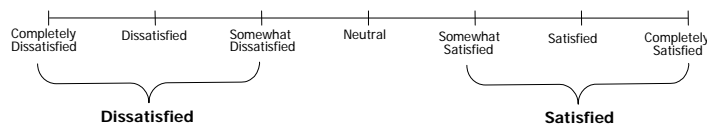
Shipboard Habitability Topics: Specific Issues

- Facilities
 - Berthing area
 - Mattresses
 - Shower/head fixtures
 - Personal storage space
- Services
 - Food
 - Recreational activities
 - Internet access
 - Post office
- Physical environment
 - Lighting
 - Temperature
 - Motion
 - Vibration
- Social needs
 - Contact family/friends ashore
 - Feel part of work team or division
 - Get together with friends on ship

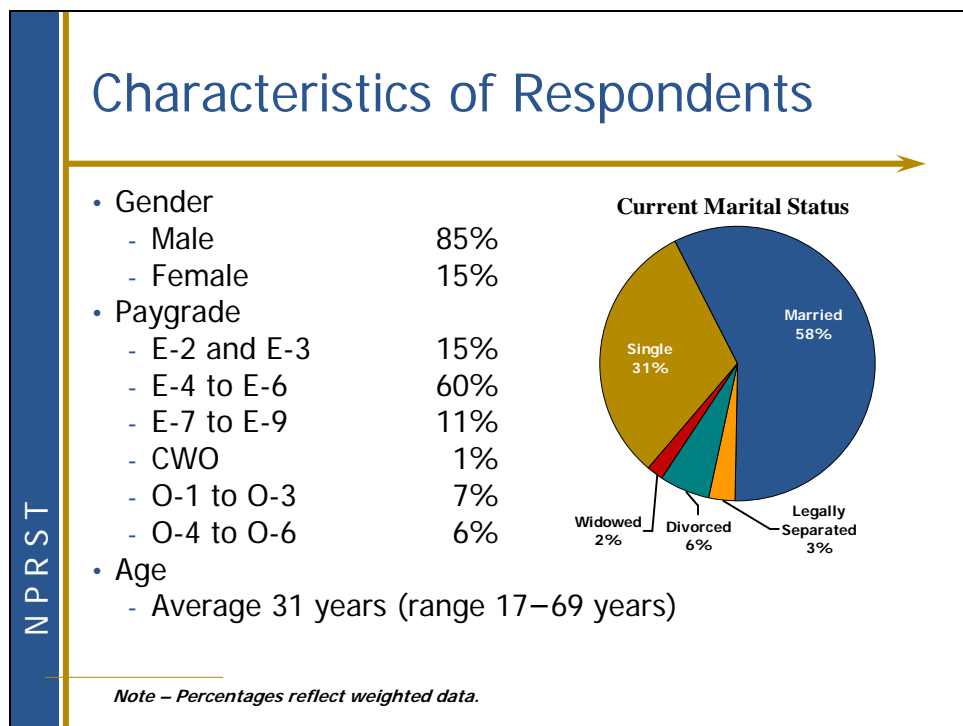
This slide presents issues that are representative of each habitability area. In each case, respondents were asked to indicate how satisfied or dissatisfied they were with an issue (i.e., with a specific aspect of shipboard habitability).

Shipboard Habitability Topics: Examples of Questions

- "How satisfied are you with the following aspects of shipboard life?"
 - "The berthing area"
 - "Food"
 - "Lighting"
 - "Opportunity to get in touch with your family/friends ashore"
- Response options



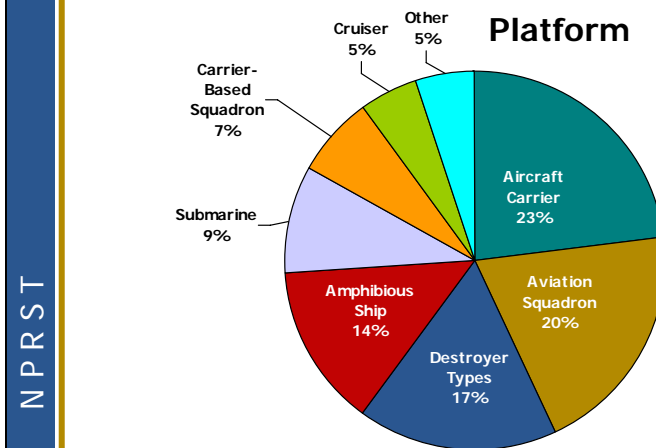
This slide presents the item stem, the aspects of shipboard life to which the item stem applies, and the response scale. The diagram of the response scale conveys which options were grouped into *dissatisfied* and *satisfied* categories for analysis purposes.



The demographic characteristics of the respondents in the weighted sample were very similar to those of all active duty Naval personnel. For example, gender breakdown in the Navy as a whole was males, 87 percent; females, 13 percent; and paygrade breakdown was E-2 and E-3, 18 percent; E-4 to E-6, 58 percent; E-7 to E-9, 11 percent; CWO, .5 percent; O-1 to O-3, 6 percent, and O-4 to O-6, 7 percent. Demographic similarity of the respondents to the Navy as a whole increases our confidence that survey results can be generalized to the entire population of active duty personnel.

The average age of respondents was 31, somewhat older than expected. This result may reflect the fact that E-1s were not part of the study. They were excluded due to their lack of experience with Navy issues.

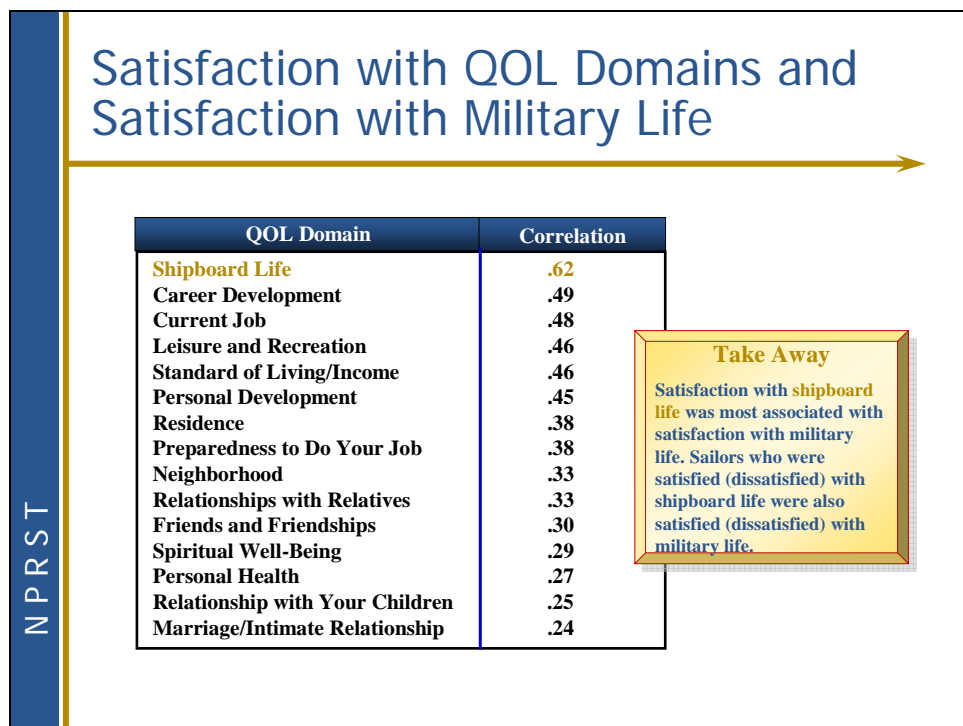
Characteristics of Respondents (cont.)



There are many differences among platforms that alter the experiences and perceptions of the crews. For example, size determines the amount of space allotted to weapon systems—the top priority—and how much attention can be devoted to habitability concerns. Thus, it is essential that the respondent sample reflect a wide diversity of platforms. The graph shows that this was indeed the case (respondents served on 7 platforms), with the largest percentages by platform occurring for vessels with the largest number of individuals (e.g., aircraft carrier).



Results: Overall Shipboard Experience



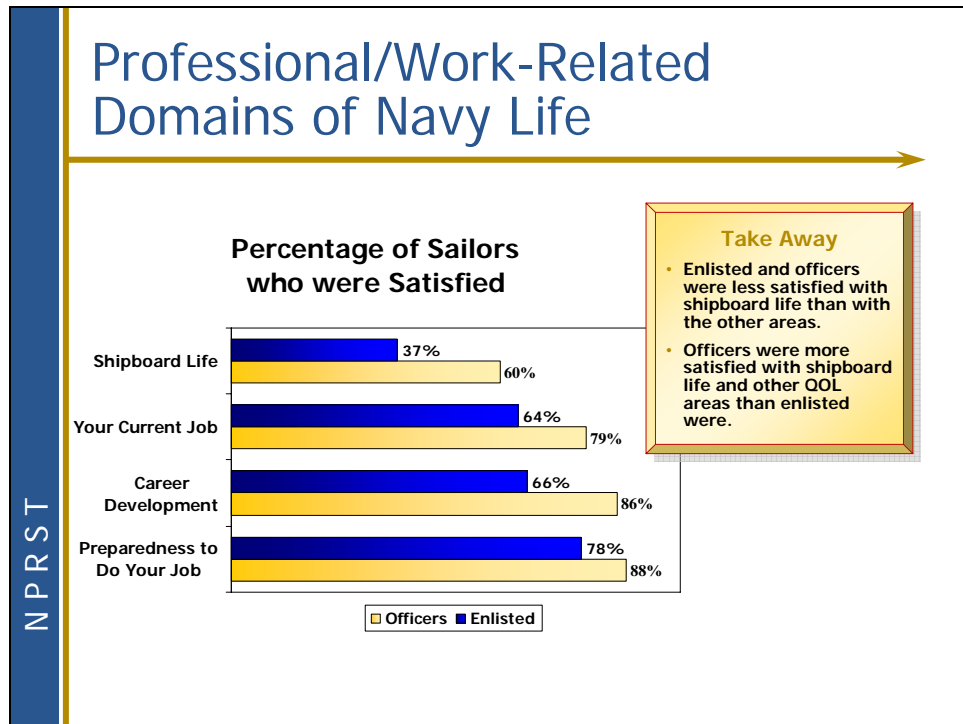
Results indicated that, among all the major areas of quality of life, shipboard life is the most highly correlated with overall satisfaction with military life ($r = .62$). The next slide illustrates, in more concrete terms, what the correlation of .62 means.

Shipboard Life-Military Life Correlation (.62) Illustrated in Terms of Cross-Tab Results

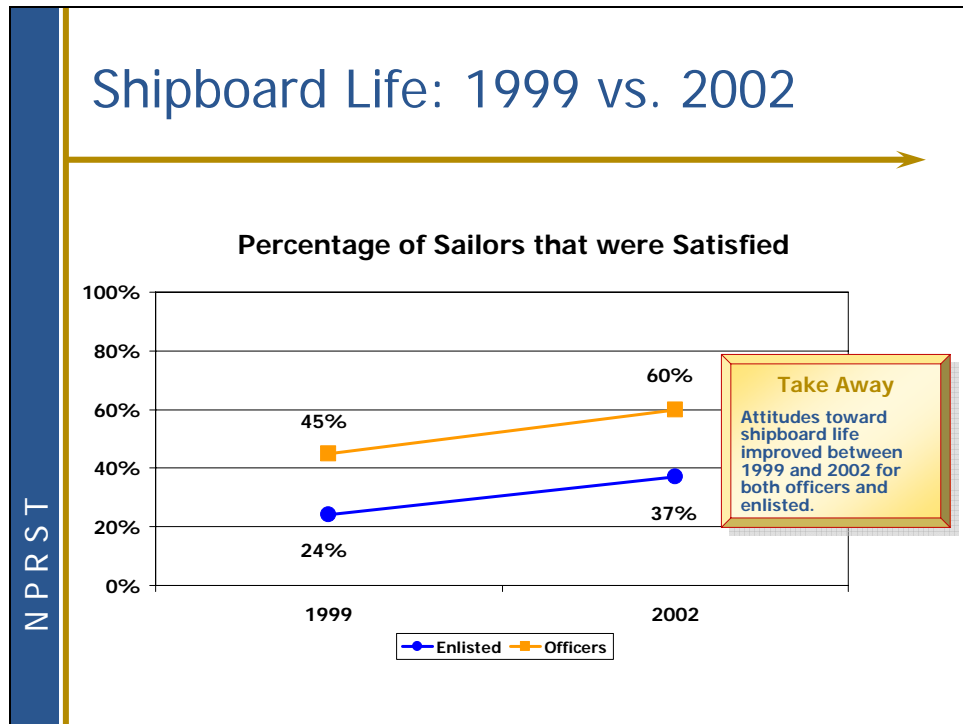
- Of Sailors who were *dissatisfied* with shipboard life, only 36% were satisfied with military life
- Of Sailors who were *neutral* about shipboard life, 69% were satisfied with military life
- Of Sailors who were *satisfied* with shipboard life, 87% were satisfied with military life



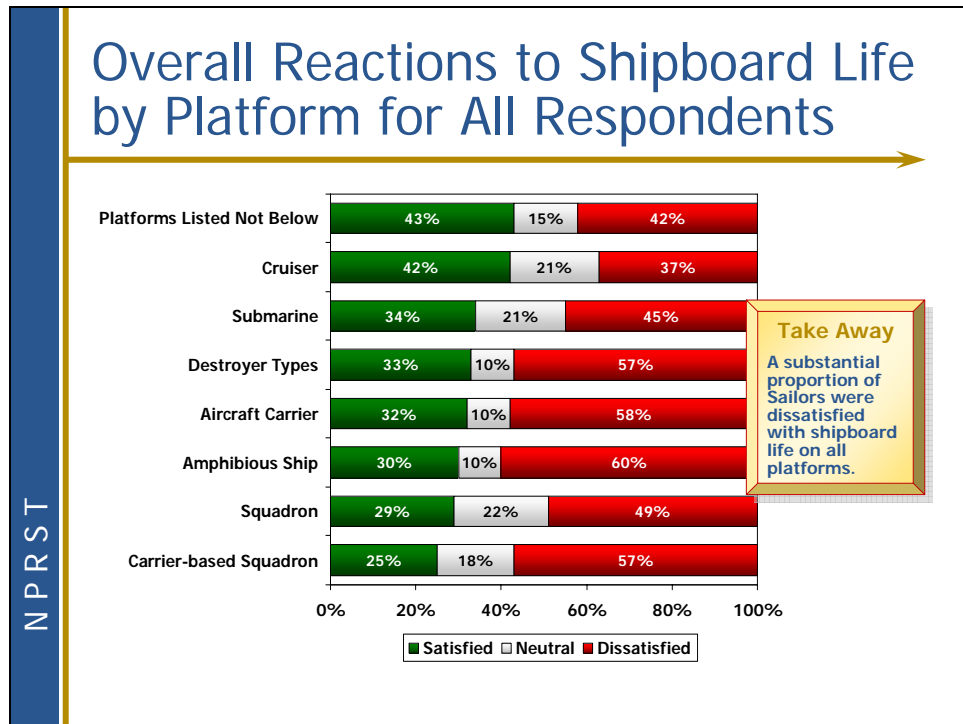
To better understand what the .62 correlation means, this slide depicts what a Sailor's view of shipboard life implies about his/her view of military life. The results are striking. As a Sailor's satisfaction with shipboard life increases, there is a big jump in satisfaction with military life overall. Secondary analyses produced equally impressive results. For non-careerists (10 or fewer years in the Navy), *dissatisfied*, *neutral*, and *satisfied* ratings of shipboard life were respectively associated with 28 percent, 63 percent, and 80 percent of individuals reporting that they were satisfied with military life overall.



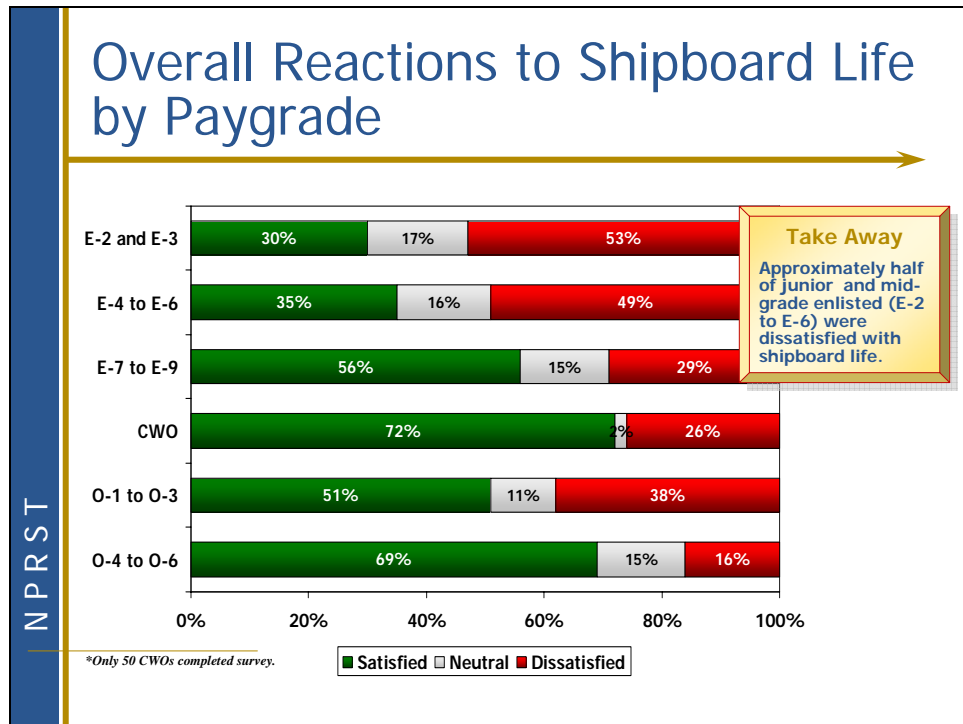
Complete enlisted Shipboard Life results were as follows: 37 percent were satisfied, 16 percent were neutral, and 47 percent were dissatisfied. Corresponding officer results were 60 percent satisfied, 12 percent neutral, and 28 percent dissatisfied.



The improvement in satisfaction between 1999 and 2002 may be due to the increase in sea pay, implementation of the program to provide new mattresses on all ships, and/or a renewed sense of mission as result of the 9/11 terrorist attacks. It is important, especially for officers whose satisfaction level increased from 45 percent to 60 percent, to see if this increase in positive attitudes is maintained (or further increased) in 2006 when the Navy QOL Survey is administered again.



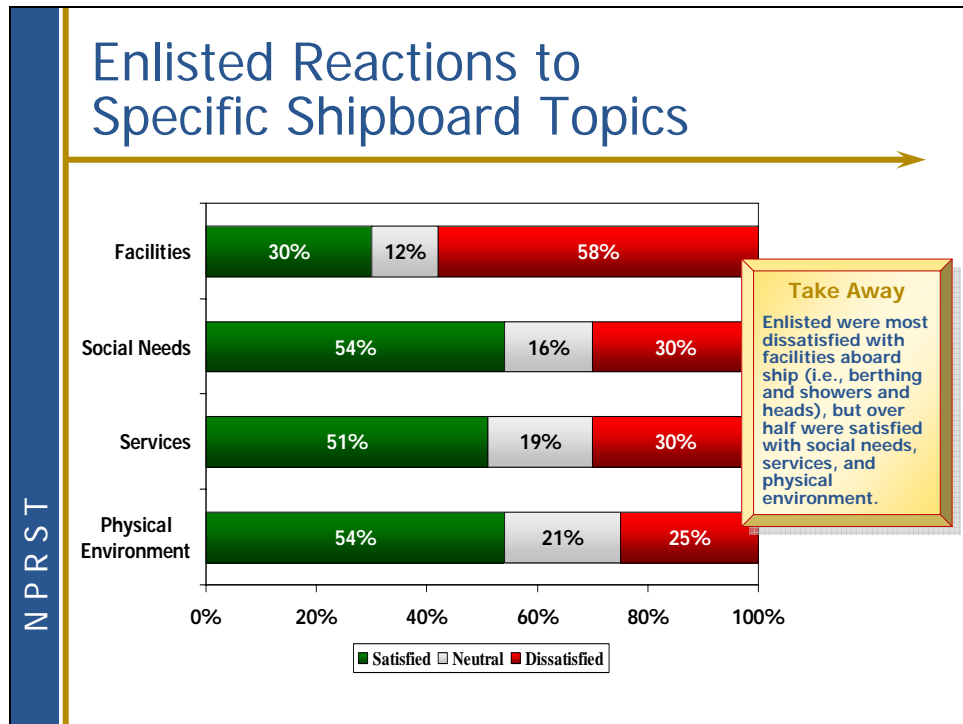
The Naval Sea Systems Command (NAVSEA) Shipboard Habitability Manager and platform managers were particularly interested in differences by platform. Results indicated that there are indeed differences in perception ranging from 37 percent (cruiser) to 60 percent (amphibious ship) of individuals being dissatisfied with shipboard life. Judging from the small number of individuals expressing a neutral attitude, individuals had definite opinions, one way or the other, about the nature of their shipboard experiences.



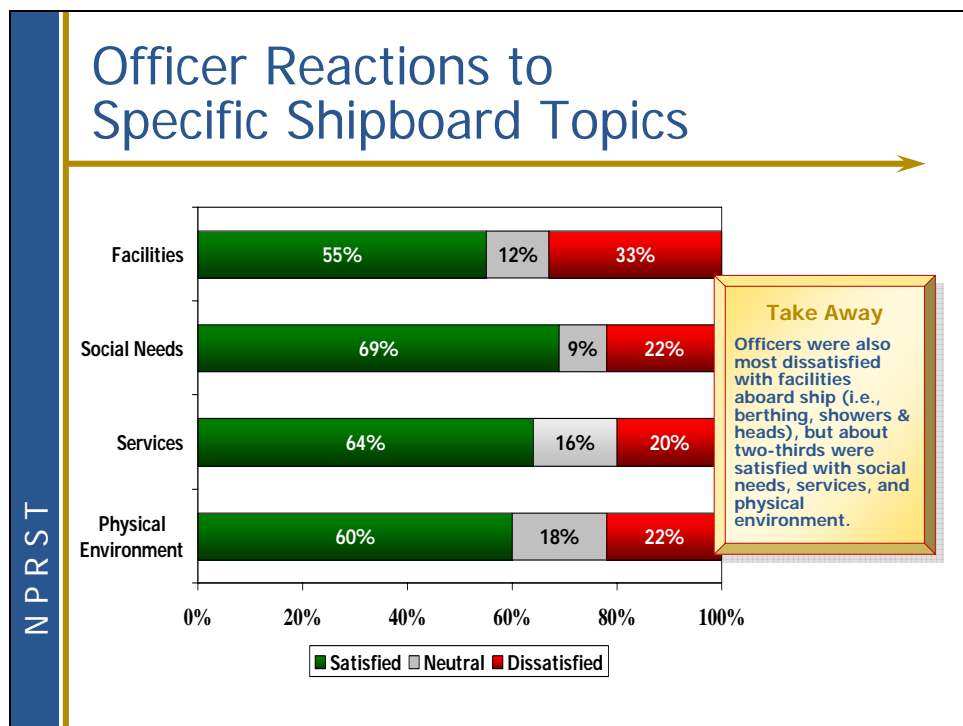
Differences in berthing accommodations may help explain differences in satisfaction by paygrade. That is, E-2s to E-6s sleep in large open berthing compartments with 15 or more Sailors—and the lowest level of shipboard satisfaction was reported by these individuals. Sailors E-7 to E-9 and O-1 to O-3 sleep in a smaller berthing compartment with fewer Sailors and they reported a higher level of satisfaction than E-2s to E-6s. Chief Warrant Officers (CWOs) and O-4s to O-6s are typically provided state room berthing, and they reported the highest level of satisfaction.



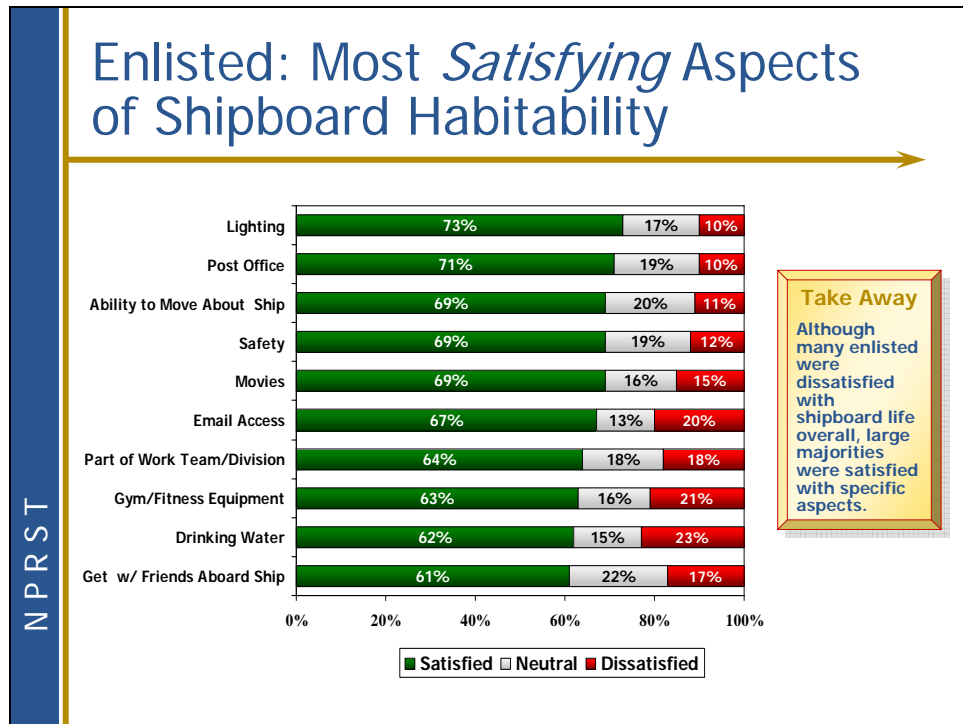
Results: Shipboard Habitability



Shipboard life is acknowledged to be very difficult. Improvements in habitability can make the experience more palatable, but efforts at improvement must be targeted given tight fiscal constraints. Results permit policy makers, platform managers, and financial decision-makers to target their efforts. That is, results indicate that facilities are the primary problem; in particular, the berthing areas, and that less effort needs to be devoted to such things as services and the physical environment (e.g., temperature & lighting).

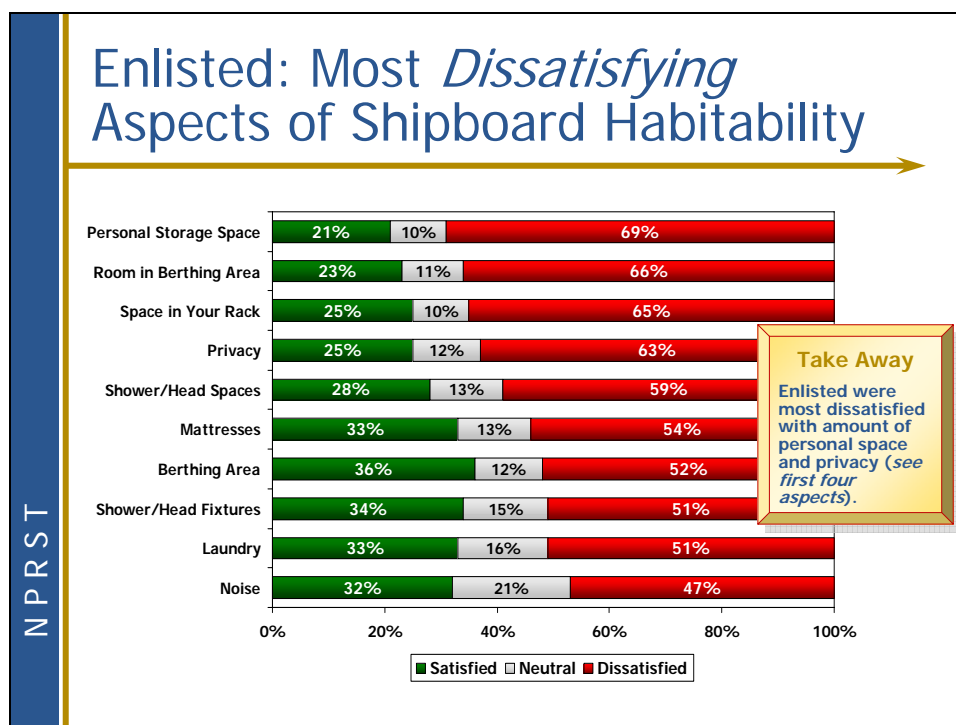


Not surprisingly, fewer officers than enlisted were dissatisfied in these areas, especially when it came to facilities. While 58 percent of enlisted were dissatisfied with facilities, only 33 percent of officers were dissatisfied. However, improvements still need to be made, if possible, for officers when at least 1 of 5 is dissatisfied with these habitability areas.



A majority of enlisted were also satisfied with the following aspects of Shipboard habitability:

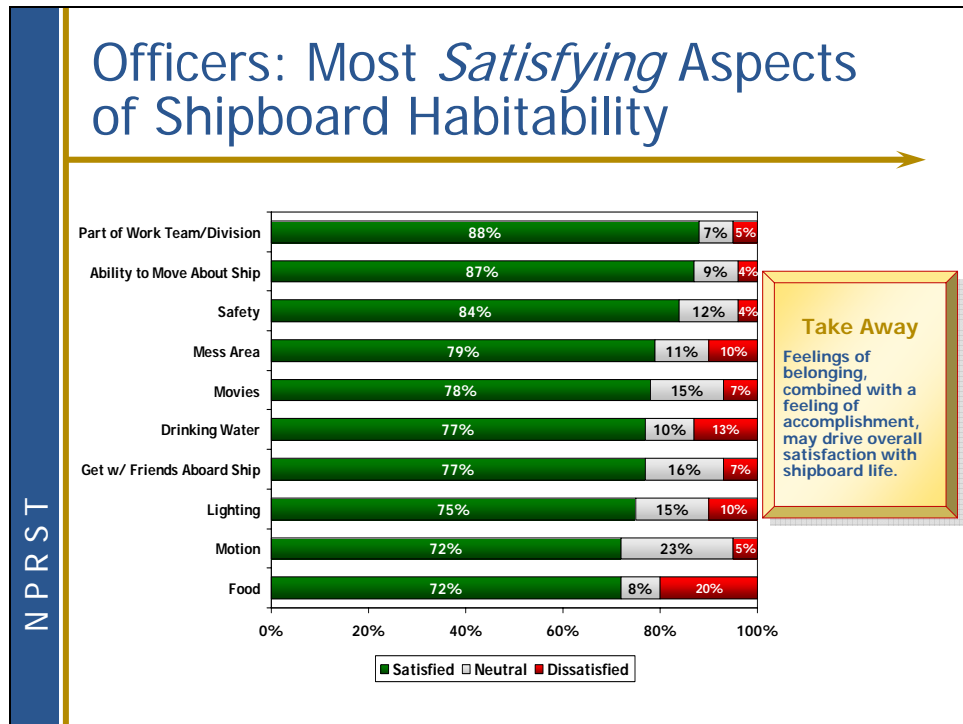
- Mess area (60%)
- Working area (59%)
- Temperature (57%)
- Cleanliness (57%)
- Ventilation (56%)
- Ship's store (55%)
- Motion (54%)



Aspects in the figure above are presented in descending order according to the percentage of dissatisfied responses. Since large percentages of enlisted were dissatisfied with personal storage space, room in berthing area, space in the rack, and privacy, it can be concluded that the top issue for enlisted is personal space and privacy. The table below demonstrates that this issue is not confined to junior enlisted, but is of concern for all enlisted paygrades.

Table 1
Most dissatisfying aspects of shipboard habitability

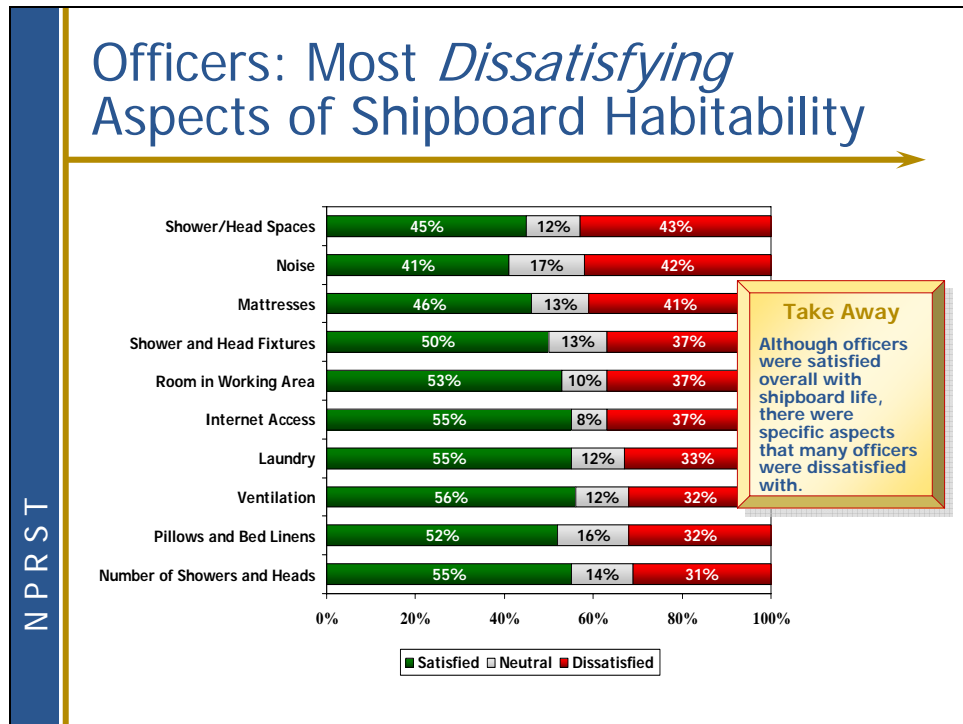
Issue	Dissatisfied		
	E-2 and E-3	E-4 to E-6	E-7 to E-9
Personal storage space	81%	71%	49%
Room in berthing area	67%	68%	54%
Space in your rack	69%	68%	49%
Privacy	69%	65%	48%



“(Feel) part of the work team/division,” the most satisfying aspect of shipboard life, would seem to combine the elements of accomplishment and the satisfaction of working together with others toward a common goal. It may well be that those two important components drive overall satisfaction with shipboard life.

A majority of officers were satisfied with all aspects of shipboard life except the following (percentage *satisfied* presented):

- The library/multi-media resource center (50%)
- Shower/head fixtures (50%)
- Internet access (48%)
- Mattresses (45%)
- Shower/head spaces (45%)
- Noise (41%)
- Snack bar (39%)
- Lounges outside berthing area (37%)
- Lounges in berthing area (33%)



As with enlisted, a number of officers were dissatisfied with the berthing area and the showers and heads. In contrast, officers cited noise as the second greatest source of dissatisfaction, while enlisted cited it tenth. Also, officers cited two dissatisfiers connected to performance that were not cited by enlisted; namely, room in working area and Internet access.

Satisfying Aspects Common to Enlisted and Officers

Aspects	Satisfied	
	Enlisted	Officers
Lighting	73%	75%
Ability to move about the ship	69%	87%
Safety	69%	84%
Movies	69%	78%
Feel part of work team/division	64%	88%
Drinking water	62%	77%
Get together with friends aboard ship	61%	77%

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All of the aspects above were among the top 10 satisfying aspects of shipboard life for both enlisted and officers. They are presented in descending order according to enlisted results.

Dissatisfying Aspects Common to Enlisted and Officers

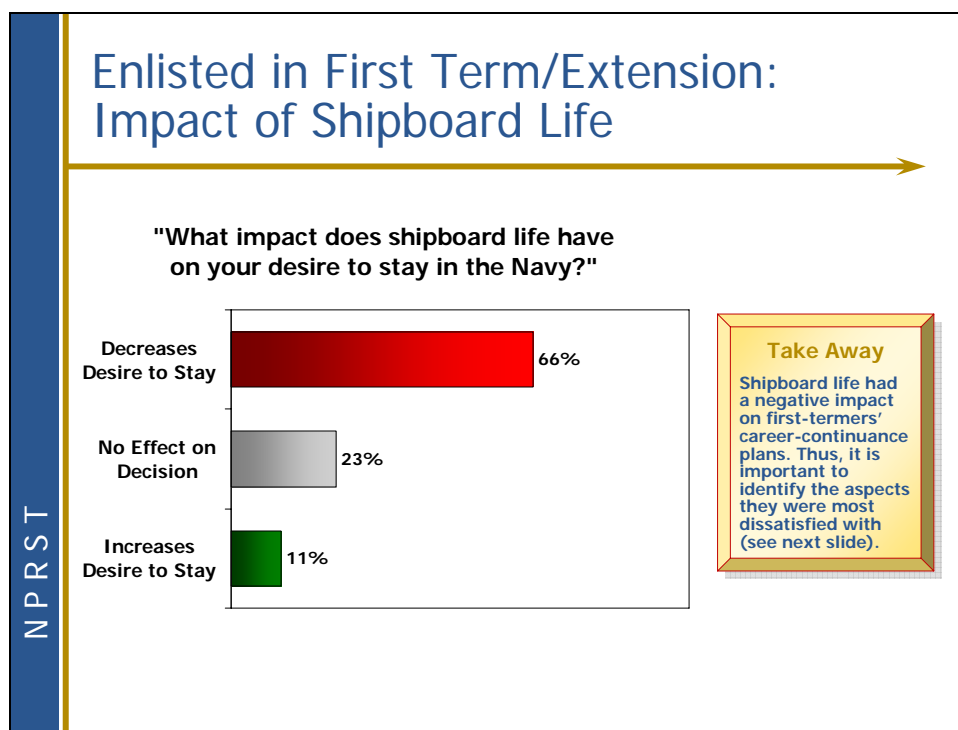
Aspects	Dissatisfied	
	Enlisted	Officers
Shower/Head spaces	59%	45%
Mattresses	54%	41%
Shower/Head fixtures	51%	37%
Laundry	51%	33%
Noise	47%	42%

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The biggest complaint for both enlisted and officers was shower/head spaces. The number of enlisted and officers citing their dissatisfaction with mattresses indicates that this is still a problem despite the program implemented earlier in order to replace all mattresses with new, more comfortable ones.

Dissatisfying Aspects of Habitability Common to Enlisted and Officers by Paygrade						
Aspect	Dissatisfied					
	E-2 & E-3	E-4 to E-6	E-7 to E-9	CWO	O-1 to O-3	O-4 to O-6
Shower/Head spaces	64%	61%	46%	39%	46%	40%
Mattresses	49%	57%	47%	24%	45%	39%
Shower/Head fixtures	52%	53%	41%	37%	37%	38%
Laundry	59%	53%	35%	29%	37%	28%
Noise	41%	49%	40%	37%	43%	42%

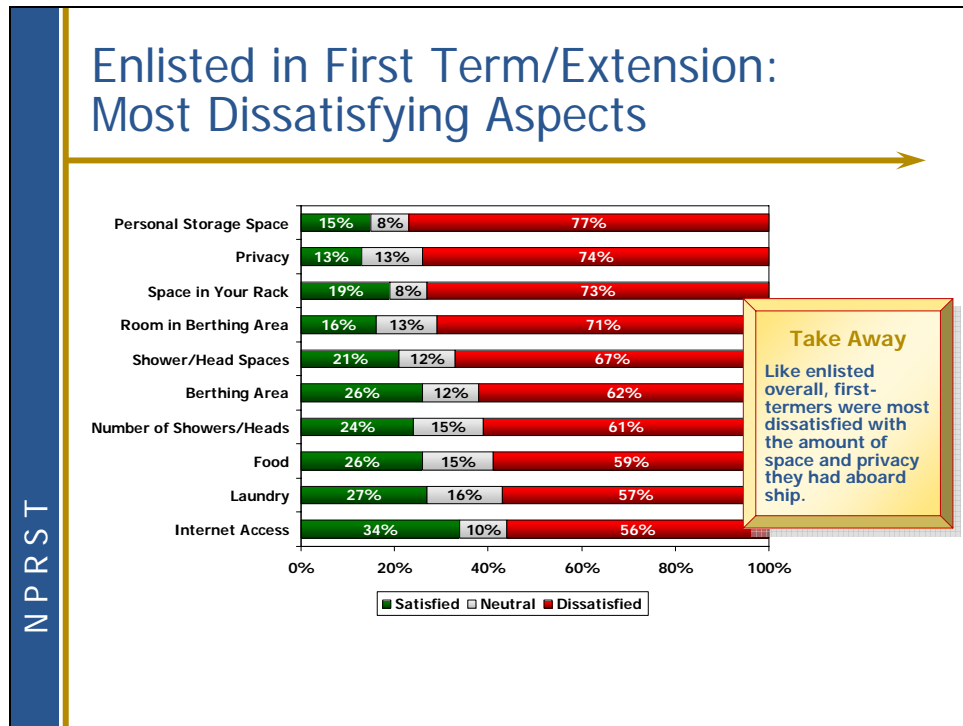
Responses were further analyzed to determine if aspects dissatisfying to both enlisted and officers were dissatisfying to all paygrade groupings. Results indicated that 4 of 6 aspects of shipboard life were dissatisfying to all paygrade groupings. Specifically, excluding CWOs due to their low numbers ($n = 50$), at least 35 percent of all paygrades were dissatisfied with showers/head spaces, mattresses, shower/head fixtures, and noise.



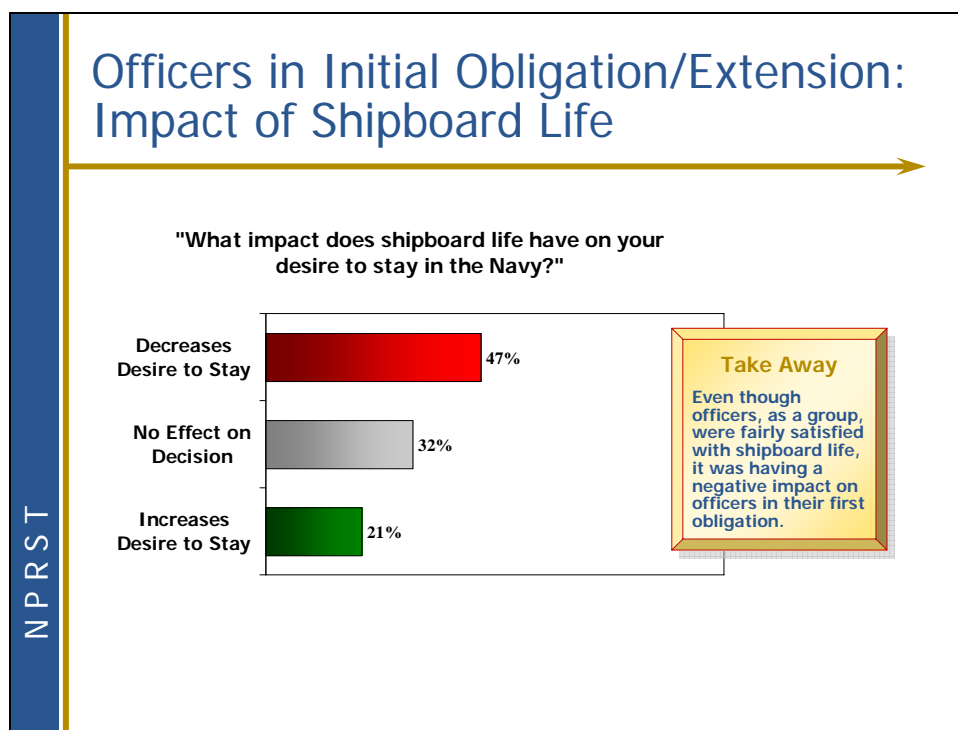
First-term enlisted reported that shipboard life decreased their desire to stay in the Navy. To shed more light on this issue, a correlational analysis was conducted between the shipboard life impact item and the career-continuance item (i.e., "what is the likelihood of your staying in the Navy at your next decision point?"). A modest but statistically significant correlation of .33 ($p < .01$) was obtained. While this correlation does not imply causality (i.e., Sailors plan on leaving the Navy because of their shipboard experiences), it does indicate that a statistical relationship exists (see Table 2). For example, 52 percent of Sailors reporting that shipboard life decreased their desire to stay in the Navy also said they were unlikely to stay the Navy at their next decision point. By comparison, only 26 percent of Sailors reporting that shipboard life had no effect on their desire to stay in the Navy, and 16 percent of those reporting that it increased their desire to stay, said they were unlikely to stay in the Navy.

Table 2
Career plans at next decision point

Impact of Shipboard Life on Desire to Stay in Navy	Unlikely to Stay	Undecided	Likely to Stay	Total
Decreases desire	52%	22%	26%	100%
No effect	26%	25%	49%	100%
Increases desire	16%	13%	71%	100%



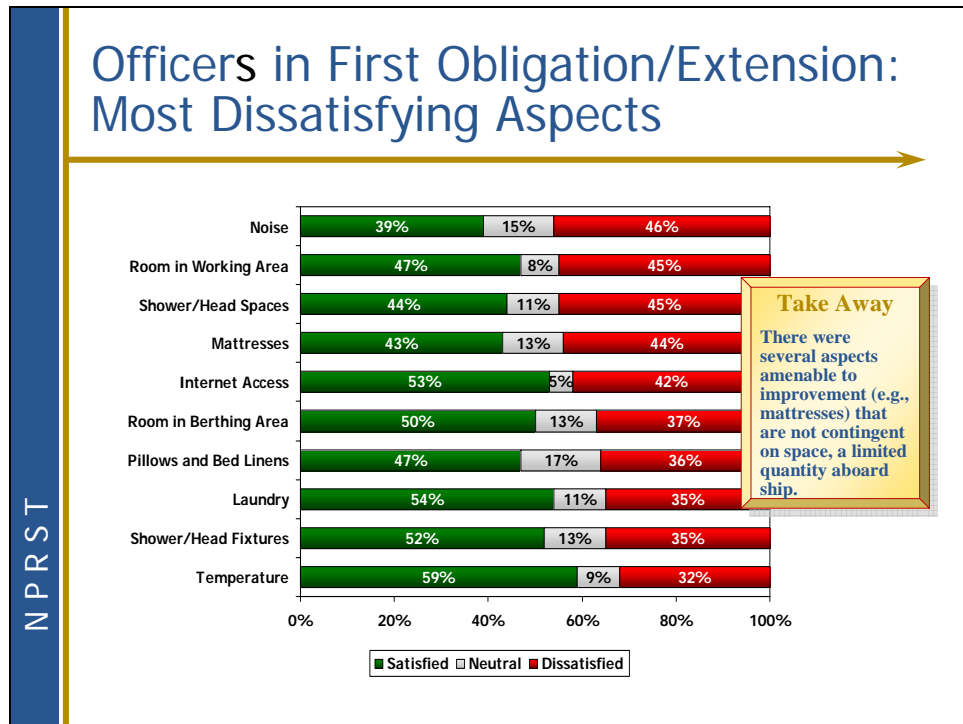
Given that 66 percent of first-term enlisted reported that shipboard life decreased their desire to stay in the Navy, it is informative to view the figure above to see which aspects of shipboard life they were most dissatisfied with.



In an additional analysis, it was found that the correlation between the “impact” item and the item asking about career continuance was a modest .30 ($p < .01$). This correlation indicates that a relationship exists between the two items—individuals reporting that shipboard life decreased (increased) their desire to stay in the Navy were also more likely to report that they were planning to leave (stay in) the Navy (see Table 3). The most striking example of this relationship is found in the “Likely to Stay” column—only 38 percent of Sailors reporting that shipboard life decreased their desire to stay in the Navy said they were likely to stay in the Navy at their next decision point. By comparison, 57 percent of Sailors who said that shipboard life had no effect on their desire to stay in the Navy, and 52 percent of those who said it increased their desire to stay, said they were likely to remain. Recent work done with Navy QOL and Navy-wide Personnel Surveys indicates that there is a strong relationship between expressed intentions to stay in the Navy and subsequent retention behavior.

Table 3
Career plans at next decision point

Impact of Shipboard Life on Desire to Stay in Navy	Unlikely to Stay	Undecided	Likely to Stay	Total
Decreases desire	35%	27%	38%	100%
No effect	24%	19%	57%	100%
Increases desire	7%	17%	52%	100%



Given that 47 percent of officers in their first obligation/extension reported that shipboard life decreased their desire to stay in the Navy, analyses were also conducted to identify those aspects that these officers were most dissatisfied with.

Summary: Good News

- A majority of
 - Senior enlisted and officers were satisfied with shipboard life
 - Officers were satisfied with physical environment, services, and opportunities to satisfy social needs
 - Enlisted were satisfied with specific aspects of shipboard life, such as
 - » Safe conditions aboard ship
 - » Opportunity to feel part of a work team or division
 - » Opportunity to get together with friends aboard ship

The fact that senior personnel were most satisfied with shipboard life has psychological and organizational implications. Adapting to shipboard life quite probably plays a role in an individual's desire to attain senior-level status. That is, as junior personnel, the ardor of shipboard life may result in adaptation and growth, leading to the desire to stay in the Navy and further develop their careers. Screening and selecting individuals who might better adapt and succeed in shipboard environments would benefit both the Sailor and the Navy. Screening could be accomplished through the use of personality inventories and other psychological and organizational instruments.

The last two bullets for enlisted remind us of the social element that is operative, perhaps foremost in the context of shipboard life, when individuals are separated from family and friends.

Summary: Areas for Improvement

- Lack of personal space and privacy was a major issue for enlisted in their first term
- Appreciable numbers of both enlisted and officers were dissatisfied with
 - Showers/head spaces
 - Mattresses
 - Showers/head fixtures
 - Laundry
 - Noise



Social and environmental psychologists have long known that the opportunity for privacy is a basic human need defined as “selective control of access to the self or one’s group” (Altman, 1975, p. 18). Further, privacy is related to other basic needs such as the need for personal space and the opportunity to set physical and personal boundaries (“territoriality”). Given the challenges of adapting to a new lifestyle, it would seem especially important for first-term enlisted to be able to satisfy their needs for privacy while operating within the constraints of Navy shipboard life. Future Navy ship platforms offer the promise of enhanced personal space and privacy for all Sailors.

Recommendations

- Where possible, address the aspects Sailors were dissatisfied with as a way of increasing QOL and retention
- Conduct periodic follow-up assessments/surveys to evaluate impact of design changes on Shipboard QOL
- Construct a shipboard habitability decision support system to aid program managers

It is recommended that researchers design a comprehensive web-based survey focused exclusively on shipboard habitability, using as resources for its content the Quality of Shipboard Life Assessment Tool (Tate & Hagan, 2000) and the Naval Vessel Rules (American Bureau of Shipping, 2004). It is further recommended that a habitability decision support system (DSS) be constructed and populated with information from the proposed survey. Survey results and objective data on habitability upgrades and repairs would be made available to NAVSEA and other users (e.g., claimants) and also entered into the DSS.

Using the Navy Evaluation Program to Track User Needs Electronically (NEPTUNE) as a model (Uriell & Schwerin, 2004), the completed habitability DSS would take the following form. The user would select a ship type (e.g., destroyer) of a particular class in a specific geographical location (e.g., Pacific Fleet). The user would then filter the DSS for Sailors with demographic characteristics of interest (e.g., paygrades E-4 to E-6 with engineering/hull ratings). Then, the DSS would be queried on a particular habitability issue (e.g., berthing) to determine how individuals rated that condition. Results would be shown in tables and graphs. On a broader level, the Destroyer Program Executive Officer at NAVSEA, for example, would be able to query the DSS on all destroyers of that class in the Navy.

The proposal for a survey focusing exclusively on shipboard habitability awaits future funding (see Appendix A). In the meantime, an expanded shipboard habitability section has been included in the 2006 Navy Quality of Life Survey. Working in conjunction with NAVSEA, updated modules address berthing facilities, facilities such as medical/dental and religious services, quality of life (time available for educational purposes, opportunity to send personal e-mail messages, etc.), and access to a variety of relaxing activities (physical fitness activities, listening to music, surfing the Internet, etc.).

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Appendix A

Proposed Shipboard Habitability Research Program

Proposed Shipboard Habitability Research Program

Problem and Developmental Objective

The Department of Defense (2003) established the following requirement for program managers (PMs) at the Naval Sea Systems Command (NAVSEA), which oversees the design and development of new ships:

The PM shall work with habitability representatives to establish requirements for the physical environment (e.g., adequate space and temperature control) and, if appropriate, requirements for personnel services (e.g., medical and mess) and living conditions (e.g., berthing and personal hygiene) for conditions that have a direct impact on meeting or sustaining system performance or that have such an adverse impact on quality of life and morale that recruitment or retention is degraded (p. 32).

However, the information required to meet that requirement is lacking. That is, currently, no scientifically defensible, systematic, Navy-wide data are collected on shipboard quality of life (QOL) in general and shipboard habitability in particular. As a result, no means exist to determine how satisfied or dissatisfied Sailors are with their shipboard experience or to determine if shipboard QOL impacts performance.

Research on the performance issue is vitally needed. The reason is clear: if habitability is not currently a key variable in performance, it will become so in the not too distant future. That is, as the Navy shifts to smaller ships with smaller crews, shipboard life will become more arduous as crewmembers are required to successfully perform multiple functions. Improved shipboard habitability (i.e., improved living and working conditions) will be needed to sustain crewmembers under that rigorous regimen. Since habitability is inextricably linked with the characteristics of one's physical surroundings (e.g., consider berthing, the need for privacy, and personal storage capabilities), ship design work needs to change to keep pace.

Therefore, it is recommended that self-report habitability data be collected as part of a programmatic, longitudinal effort. Further, it is recommended that such data be combined with repair and retrofit data and be used to populate a decision support system that NAVSEA program executive officers and ship designers can use as an aid to ship construction.

Science and Technology Content and Approach

Current State of the Art

Only two Navy-wide studies have been conducted in the last five years that provide any data on shipboard life. A survey methodology was employed. The Navy Personnel Research and Development Center (NPRDC) examined shipboard QOL and habitability as one part of the 1999 Navy QOL Survey (Wilcove & Schwerin, 2002), and Navy Personnel Research, Studies, and Technology (NPRST) expanded the shipboard QOL

item module substantially in the 2002 Navy QOL Survey (Wilcove, 2005). One of the findings from the 2002 survey highlighted the effect of shipboard life on Sailors—66 percent of first-term enlisted and 47 percent of officers in their first term of obligated service reported that shipboard life decreased their desire to stay in the Navy.

Some additional information on shipboard habitability was collected by Tate and Hagan (2000) through self-report pilot studies. These studies classified habitability into 21 classes of factors, such as privacy, permanent accommodation berthing spaces, surge/overflow berthing spaces, recreation, professional growth/training, personal services, environment, access to topside, and steady state noise.

At this point, no Navy-wide survey has been conducted by platform and class to determine how satisfied or dissatisfied individuals are with habitability conditions that are of key importance to them. In addition, no surveys have used an available technique called conjoint analysis that allows the researcher to determine how important a physical feature (e.g., a “sit-up bunk”) is relative to another (e.g., better mattresses) or how important one issue (e.g., time available to read manuals) is relative to another (time available for the multi-media center).

In addition, readily available techniques, such as mock-ups and simulations, have been under-utilized to collect data on shipboard habitability. McArt, Blasdel, and Hassid (1974) reported what was probably the best use of simulations, describing their approach this way:

In order to gain a better understanding of the perceptual and affective aspects of lighting and color applications in interior space, four experiments were conducted in which U. S. Navy enlisted personnel rated slide views of a variety of interior schemes produced by means of a scale model simulating a typical destroyer messing area (p. 29).

In an otherwise drab and arduous environment, such issues become important to personnel (American Bureau of Shipping, 2004).

Another technique that has been neglected is “policy capturing” or decision modeling that enables the researcher to construct “rules of operation” that guide the cognitive processes of decision makers (cf., Webster & Trevino, 1995). This information helps to illuminate the key issues under consideration in the decision making process and the kinds of trade-offs that are made. Armed with this knowledge, the researcher can (1) design surveys that better meet the information needs of their customers and (2) design more useful decision support systems.

Emerging Technology

There are several emerging technologies that will provide more real-time, real life data on shipboard habitability or provide more sophisticated means to analyze data. These techniques are virtual reality, data mining, and artificial intelligence. Their application to shipboard habitability concerns is described below in the proposed research program.

Future Scientific Study/Technological Development

Phase 1: Discovery.

Before a DSS can be built, information to populate it needs to be acquired. A number of approaches will be used for that effort, including:

- Focus groups—onsite information will be collected aboard each platform to identify habitability conditions viewed as acceptable and unacceptable. Participants will be asked how (or if) desirable habitability improvements would impact the installation and operation of weapon systems and their ability to perform their jobs. Behaviorally anchored questions will be designed to enable participants to discuss the concepts of personal space, territoriality, crowding, privacy, and personal control.
- Navy-wide habitability survey—this tool would make use of the information gained from the focus groups, Tate and Hagan’s (2000) work, and *Naval Vessel Rules* (American Bureau of Shipping, 2004). It would rely heavily on conjoint analysis and would be conducted on a recurring basis.
- Mock-ups—scale and/or real-life shipboard conditions will be constructed and varied to determine the effect on participants (e.g., spatially different configurations of the berthing area or mess areas with partitions and/or “behavioral zoning”).
- Virtual reality—experiments will be designed and conducted similar to the situations addressed in the mock-ups to see if results converge across the two techniques.
- Decision modeling (“policy capturing” methods)—these techniques will be used to provide insight into the decision-making process of individuals tasked with the responsibility of designing ships.
- Objective data—ship repair and retrofit data will be collected (cost, frequency, time to implement, etc.).

Phase 2: Analysis and Assimilation

- Data mining—A database will be constructed to store these multi-method sources of data. As data mining techniques evolve, they will be used to uncover patterns and relationships among variables that can help improve the decision-making process.
- Artificial intelligence—this technique will be employed to help decision makers resolve complex trade-off issues among multiple variables. As has been stated: “future systems will ask you what help you need and automatically call in the appropriate applications to aid you in solving your problem” (*TechEncyclopedia*, www.techweb.com).

Phase 3: Decision Support System

A system will be built from the ground up to provide both query and artificial intelligence capabilities. The query function would simply allow decision-makers to “slice and dice” available information by demographics or ship platforms and classes. The data stored in the system would be updated as costs change, opinions of crewmembers change, and the functions and internal configurations of ships change.

Payoff to the Navy

1. The Navy will be in a better position to design ships that sustain and improve performance without sacrificing weapon system capabilities.
2. There will be a continuing data flow that will enable the Navy to update their decision-making processes commensurate with changing costs, trade-offs, and Sailor preferences.
3. Sailors will experience an improved quality of life aboard ship.
4. Improved quality of life aboard ship will enable the Navy to retain technologically sophisticated, productive individuals for demanding mid-grade and senior grade billets.
5. Advance planning based on sound data will enable the Navy to design ships that will meet the requirements for which they were designed for a longer period of time. Without such data, there is a greater risk of miscalculation and design flaws that can only be rectified through retrofits or not at all.

Appendix B
Navy Times Cover Story (Oct 27, 2003) on Shipboard Life

NavyTimes.com

SHIPBOARD LIFE Are we **happy** yet?

The top 10
things sailors
love & hate

PLUS
Who's
happier —
officers or
sailors 14



All smiles on deck?

What you love — and hate — about
shipboard life

By Mark D. Faram
Times staff writer

Three years ago, when the Navy asked what sailors thought of life at sea, it got an earful about crummy heads and showers. Enlisted sailors groused about the lack of privacy in their cramped quarters. Officers griped about the noise — and everyone despised the Navy's mattresses. A clear majority of sailors said they were dissatisfied with life at sea.

Last year, when the Navy again asked about quality of life, sailors still complained about a lack of shipboard privacy and the noise — and they still hate the mattresses. But

the majority has shifted. Most say they are generally satisfied with their life on ship, or at least ambivalent on the subject.

"Yeah, the mattresses are not comfortable, not at all," said Lt. j.g. Jay Moore, the sonar-division officer on board the attack submarine Oklahoma City and a former enlisted submariner.

"They're constantly updating the technology in other equipment. Why can't we do that in the mattress world?"

Moore effectively straddles the officer and enlisted communities, where there's still a sharp division in the level of satisfaction with life in the Navy and at sea.

Sixty percent of officers surveyed said they're OK with life at sea, up sharply from 38 percent just three years ago.

That contrasts with just a 37 percent satisfaction rate among enlisted sailors, though that is also up from a lowly 24 percent three years ago.

"Junior- and midgrade enlisted in a lot of ways are still dissatisfied with various aspects of shipboard life," said Dr. Gerry Wilcove, a research psychologist with the Navy Personnel Research Studies and Technology department of Navy Personnel Command in Millington, Tenn.

But, compared with the 1999 survey — the last time the Navy polled sailors about quality-of-life issues — rank-and-file satisfaction is growing in many areas. Wilcove cautions that the questions were worded a bit differently in 2002 from the previous survey — an effect he can't yet gauge.

“But yes, it’s encouraging that the trend is upward,” he said.

But the early results — published here — seem to indicate that while much work needs to be done, shipboard life is improving.

Personal space

At the top of the list of things enlisted sailors hate about life at sea is the lack of space — storage space, berthing space and space in the rack.

“It sure would be nice if they found a way to improve the amount of personal space we get on board ship,” said Jesse Baugh, an air traffic controller second class (AW) aboard the San Diego based assault ship Boxer.

“It’s more of an issue for me on deployment than in port,” said Baugh, who

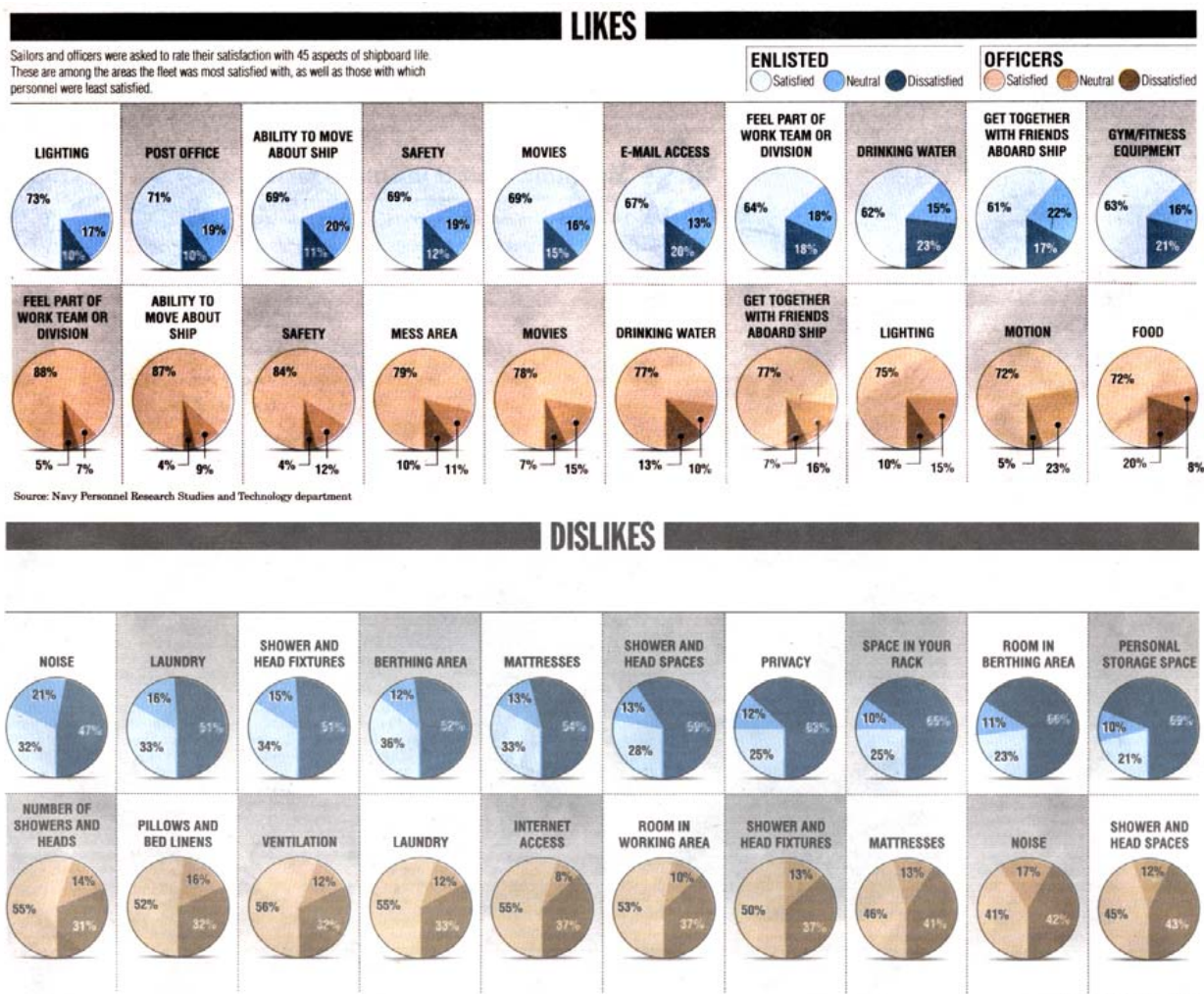
has an apartment in town. “Most of my stuff is at home, and I usually only keep an extra set of clean utilities and whatever [service] uniform is in season when we’re not underway.”

Only 36 percent of blueshirts are satisfied with the state of shipboard berthing, but that’s up from 21 percent three years ago.

Satisfaction with privacy, too, has improved since the last survey, rising from 12 to 25 percent.

While space issues are tough on surface ships, they’re even worse on submarines.

“That’s totally true — you’ve heard of hot racking. It doesn’t only apply to sleeping,” said Mess Management Specialist 2nd Class (SS) Joseph Henry, a 10-year Navy veteran who has served on both boomer and attack



submarines. He said sailors who share racks also have to share limited storage space under the racks.

He sees two solutions: find more space for sailors on submarines or cut down on the uniforms they're required to bring on deployments.

"That's what I would look at. Shirts, socks, underwear and the uniform you're going to wear underway and that's about it," he said. "They make you take a lot more that I feel is unnecessary."

Dress uniforms, he believes, are excess baggage. "I understand why they make us bring them, in case we hit a port and have a reason to wear them," he said.

Sailors on surface ships like the destroyer McCampbell resort to finding out-of-the-way areas when seeking a bit of privacy.

Since enlisting almost two years ago, Gas Turbine Systems Technician Seaman James Wilson has spent nine months at sea.

"I figured there was going to be tight room," Wilson said. "Our berthing space is always full."

He often escapes to the engine spaces for some private time when not on watch.

The McCampbell is the full-time home to Wilson, who is 21 and single. He had few complaints.

"I'm happy living on the ship," he said while dropping off a uniform at an embroidery shop near the San Diego Naval Station's main gate. "It's a lot easier for me because I don't have to move my things on and off the ship."

Wilson said he gets a good night's sleep on the destroyer. "I like how the bunks are set up," aligned "bow to stern," he said.

But about those mattresses ...

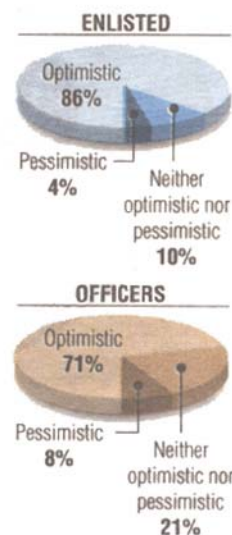
"Our mattresses are way too thin," he said.

The Navy gradually has been replacing its mattresses with a newer, thicker version, but more data is needed to see if sailors are just as unhappy with the improved versions.

"That would be a good example of an issue we'd recommend be looked at in greater detail," said Wilcove, the researcher.

Wilson says he'd welcome thicker, more comfortable mattresses. He'd also like a larger and longer bunk because existing racks crowd his 5-foot-10 frame. "I seriously don't see how the tall guys do it," he said.

How do you feel about your life at the present time?



Green hair

Meanwhile, in officer country, the accommodations are much better. That doesn't mean there aren't complaints.

Moore, on the Oklahoma City, said his worst officer berthing is still a lot better than what he remembers from his enlisted days.

"Life at sea isn't easy for anyone, but I knew what I was getting into when I joined," he said.

He also doesn't like the Navy's pillows — an item in the top 10 list of what officers aren't satisfied with, though it's not a top complaint for deckplate sailors.

"I like to have neck support when I sleep and these pillows just don't have it," Moore

said. "They just flatten out, and I have to fold them over or bunch them up to get any level of comfort."

What officers hate the most, according to the survey, are their showers and heads; it's almost an even split between the 43 percent who don't like their facilities and the 45 percent who do. Twelve percent were neutral on the subject.

It could depend on one's point of view.

"I'm pretty happy with the heads we've got here on the Boxer," said Lt. j.g. Jennifer Rossi, the ship's electronic warfare officer.

"Our quality of life on this ship is really good," she said. "I don't really have too many complaints."

She also lives off the ship when in port and shares a stateroom with another female junior officer when underway.

"Still, I've been on ships where there's so much chlorine in the water it can turn your hair green," she said. Other complaints she's heard from women on ships are that the water's so heavily laden with chemicals it dries out your skin.

Where she sees room for improvement is in laundry facilities. Self-service laundry reduced sailors' reliance on ships' laundry services, but 32 percent of officers and 51 percent of enlisted sailors still aren't happy with shipboard laundry facilities.

Rossi says access to self-service laundry facilities while on deployment can be tricky.

"There are about 70 officers on board here," she said. "The males, they share two washers, and all the females share a single washer."

"It gets a little more difficult when all the Marines and the fleet surgical teams come aboard with all the nurses."

Team players

Eighty-eight percent of officers surveyed said the most satisfying part of life at sea is

being part of a "work team or division." Rossi agrees.

"It's true about the team situation in this line of work," she said. "When you're underway for six months straight, you get to know the people you work with very well and it's fun to see the team come together."

Moore sees this happen in two different ways on the Oklahoma City.

"I think if you consider the wardroom as a division, we're well bonded on the [junior officer] side," he said. "That is important to me. We're all given missions to do and we're responsible for seeing it happen. I like that."

The dynamics, though, can be a bit tricky sometimes.

"It can go to the opposite extreme when you're in a division that doesn't get along well," he said.

E-mail and Internet

The advent of e-mail has had quite an impact on life at sea. Within the last five years, most sailors have gone from the relative isolation of the occasional mail call to the ability to communicate in near-real time with family and friends ashore.

For enlisted sailors, 67 percent taking the survey said e-mail was one of the most satisfying parts of their seagoing life, while just under 71 percent of officers felt the same way.

On submarines, where mail call is almost nonexistent, e-mail is often the only link to the outside world.

"We didn't have e-mail on my last ship," said Henry, who left the ballistic missile submarine Michigan almost five years ago to go to recruiting duty. That alone, he said, has improved his quality of life more than anything.

"It's really nice to be able to communicate with home like that," he said. But no one at sea has flawless e-mail access.

“We have to be in a particular window for us to be able to send or receive e-mail. Sometimes, we’re there every day and sometimes not for a week.”

Rossi, too, says e-mail is a great shipboard perk — as long as sailors understand the limitations.

“It was spotty at times when we were in the [Persian] Gulf during [operations] Enduring and Iraqi Freedom,” she said. “There were just so many ships competing for bandwidth, and then there were times it was down for security purposes. But you just deal with that as it comes.”

For sailors with Internet access, 37 percent of enlisted sailors said they are happy with their level of access, while 48 percent of officers agreed.

Ambience

And what, you might ask, are sailors most satisfied with about shipboard life?

Lighting. A whopping 73 percent of sailors voted positive on the survey, with only ten percent negative. The issue was eighth on the officers’ top-10 list of satisfying aspects.

“It’s not something I really think about,” Rossi said, laughing, “but our lighting on the Boxer is pretty good.”

“The P-ways are brighter because they’re painted white and the light reflects off the bulkheads.”

Finding an escape

Eighty -two percent of enlisted sailors and 94 percent of officers surveyed say they’re satisfied with their life overall. But when it comes to the military way of life, satisfaction drops to 59 percent of enlisted sailors and 82 percent of officers.

For Henry, the greatest part of his satisfaction comes from spending time with his wife and five children when he’s in port.

“Just like every other sailor, I’d like to

A HAPPIER FLEET

For almost every aspect of their careers, relationships and lifestyle, sailors and officers participating in the 2002 Navy Quality of Life Survey reported a higher level of satisfaction than they did in the 1999 survey.

ISSUE	ENLISTED						OFFICERS					
	Satisfied		Neutral		Dissatisfied		Satisfied		Neutral		Dissatisfied	
	2002	1999	2002	1999	2002	1999	2002	1999	2002	1999	2002	1999
Your life overall	82%	64%	7%	13%	11%	23%	94%	83%	1%	4%	5%	13%
Military way of life	59	N/A	10	N/A	31	N/A	82	N/A	4	N/A	14	N/A
Career development	67	N/A	10	N/A	23	N/A	86	N/A	4	N/A	1	N/A
Current job	65	54	9	16	26	30	79	71	8	8	16	21
Shipboard life	37	24	16	16	47	60	60	38	12	11	28	51
Personal health	76	71	11	13	13	16	85	80	5	8	10	12
Preparedness to do your job	78	N/A	12	N/A	10	N/A	88	N/A	6	N/A	6	N/A
Residence	70	67	11	13	19	20	90	81	4	7	6	12
Neighborhood	70	65	16	19	14	16	90	86	6	7	4	7
Leisure and recreation	66	54	17	18	17	28	78	61	9	14	13	25
Friends and friendships	76	72	12	18	12	10	85	72	7	16	8	12
Relationships with relatives	71	78	11	12	18	10	80	72	7	16	13	12
Marriage/intimate relationship	77	84	8	5	15	11	87	88	3	4	10	8
Relationship with your children	82	77	7	8	11	15	91	88	3	3	6	9
Personal development	72	N/A	11	N/A	17	N/A	85	N/A	6	N/A	9	N/A
Standard of living/income	49	34	10	14	41	52	80	67	6	11	14	22
Spiritual well-being	72%	N/A	21%	N/A	7%	N/A	85%	N/A	11%	N/A	4%	N/A

Source: Navy Personnel Research Studies and Technology department

JOHN HARMAN, TIMES STAFF

spend more time at home. But hey, we got a job to do — that's what being in the Navy's all about."

But "when we're home, my work schedule lets me get home just before the kids," he said. "I can't complain about that."

But shipboard life has its perks.

"You sure get more money at sea," Henry said. "I make almost \$600 more a month being on sea duty. Not that I'm just money hungry, but that's a whole other check for most families."

San Diego bureau chief Gidget Fuentes contributed to this report. Mark Faram covers enlisted personnel issues. His e-mail address is mfaram@navytimes.com.

Appendix C

2002 Navy Quality of Life Survey



Chief of Naval Personnel Washington, DC

Navy Quality of Life Survey



Dear Survey Participant,

This survey will ask you a number of questions about how you feel about your life. There are many aspects to life and this survey attempts to cover the major ones for most people. Despite the survey length, we think you will find most of the questions interesting and easy to answer because they ask you about YOUR life. Because all people don't feel the same way about what happens to them in everyday life, there are no right or wrong answers.

We are interested in YOUR opinions. We hope that you will answer each question carefully and frankly. Your answers will help us form an accurate assessment of the quality of life (QOL) experienced by Navy personnel. Your responses will never be singled out individually and you are free to leave blank any question you do not wish to answer.

The Navy QOL Survey is being conducted by the Institute for Organizational Assessment (PERS-14), at the Navy Personnel Research, Studies, and Technology Department (NPRST) of the Navy Personnel Command. If you have any questions, please call or email us at:

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Thank you VERY much for your opinions!

IMPORTANT MARKING INSTRUCTIONS

- ★ **USE NO. 2 PENCIL ONLY.**
- ★ **Do NOT use ink, ballpoint, or felt tip pens.**
- ★ **Erase cleanly and completely any changes you make.**
- ★ **Make black marks that fill in the entire circle.**
- ★ **Do NOT make stray marks on the form.**
- ★ **Do NOT fold, tear, or mutilate this form.**
- ★ **When applicable, write the numbers in the boxes at the top of the block.**



CORRECT: ●
INCORRECT: ✓ ✗ ○ ◐ ◑

PRIVACY ACT STATEMENT

Public Law 93-579, called the Privacy Act of 1974, requires that you be informed of the purpose of this survey and of the uses to be made of the information collected.

AUTHORITY: The Navy Personnel Research, Studies, and Technology Department may collect the information requested in this survey under the authority of Title 5, U.S. Code 301, and Title 10, U.S. Code 3051 and 3052, and Executive Order 9397. License to administer this survey is granted under OPNAV Report Control Symbol 1700-5, which expires on 31 Dec 2009.

PRINCIPAL PURPOSE: The information collected in this survey will be used to evaluate existing and proposed policies, procedures, and programs in the Navy. The data will be analyzed and maintained by the Navy Personnel Research, Studies, and Technology Department.

ROUTINE USES: None

CONFIDENTIALITY: All responses will be held in confidence. The information you provide will be considered only when statistically combined with the responses of others, and will NOT be identified with any single individual. Personal identifiers will be used only to conduct retention and other follow-on research as needed. The information provided will NOT become part of your permanent record and will NOT affect your career in any way.

PARTICIPATION: Providing information is completely voluntary. Failure to respond to any of the questions will NOT result in any penalties except lack of your opinions in the survey results.

CAREER AND JOB

1. What was your career plan when you joined the Navy?

- ☐ To complete my initial enlistment or obligation, then leave the Navy
- ☐ To complete training in a trade or skill, then leave the Navy
- ☐ To make the Navy a career (20 or more years)
- ☐ I was not sure of my plans when I joined
- ☐ Other (Please specify) _____

2. How likely is it that you will stay in the Navy at least until you are eligible to retire? **Mark only ONE answer.**

- ☐ Eligible to retire now
- ☐ Definitely will stay in the Navy until retirement
- ☐ Probably will stay in the Navy until retirement
- ☐ Don't know if I will stay in the Navy until retirement
- ☐ Probably will NOT stay in the Navy until retirement
- ☐ Definitely will NOT stay in the Navy until retirement

3. If you are eligible to retire, what are your career plans?

- ☐ Does not apply/Not eligible to retire
- ☐ Have decided to leave now
- ☐ Have made no decision yet
- ☐ Have decided to stay

4. How much time remains in your current enlistment or service obligation (include obligated time left in current tour)?

- ☐ Less than 3 months
- ☐ 3 months to less than 7 months
- ☐ 7 months to less than 1 year
- ☐ 1 year to less than 2 years
- ☐ 2 years to less than 3 years
- ☐ 3 years or more

5. At your next decision point, how likely is it that you will remain in the Navy (Enlisted: reenlisting or extending; Officers: accepting new orders or extending)?

- ☐ Does not apply/Involuntarily separating
- ☐ Very Likely
- ☐ Likely
- ☐ Undecided
- ☐ Unlikely
- ☐ Very Unlikely

6. How many days during the past 12 months have you been away from your permanent duty station (berthed out of the area, not at home) for activities such as deployment, work-ups, training, and TAD?

- ☐ None
- ☐ 1-30 (one month or less)
- ☐ 31-60 (between one and two months)
- ☐ 61-120 (between three and four months)
- ☐ 121-180 (between five and six months)
- ☐ 181-240 (between seven and eight months)
- ☐ More than 240 days (more than eight months)

7. In your current assignment, how many hours have you worked in a typical week at your Navy job?

- ☐ 40 hours or less
- ☐ 41-50 hours
- ☐ 51-60 hours
- ☐ 61-70 hours
- ☐ 71-80 hours
- ☐ 81 or more hours

8. How much do you **AGREE** or **DISAGREE** with the following statements?

	COMPLETELY AGREE	AGREE	SOMEWHAT AGREE	NEUTRAL	SOMEWHAT DISAGREE	DISAGREE	COMPLETELY DISAGREE
a. I would be very happy to spend the rest of my career in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I enjoy discussing the Navy with people in the civilian world	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I really feel as if the Navy's problems are my own	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I do not think that I could easily become as attached to another organization as I am to the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I feel like "part of the family" in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I feel "emotionally attached" to the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The Navy has a great deal of personal meaning for me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I feel a strong sense of belonging to the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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JOB SATISFACTION

WORKPLACE ISSUES

[illegible]

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

SHIPBOARD LIFE

14. How many times have you been on deployment during the past 5 years? (A "deployment" is scheduled time away from homeport for 90 days or more/60 days or more for submariners.)

- ☐ None
☐ One
☐ Two
☐ Three
☐ Four or more

15. Are you now or have you ever served aboard ship for 90 days or more/60 days or more for submariners?

- ☐ Yes, I am currently serving aboard ship
☐ Yes, I have served aboard ship in the past, but I am not currently aboard ship → Go to Question 19
☐ No, I have never served aboard ship → Go to **PERSONAL HEALTH** on Page 6

16. Which of the following statements describes why you are currently serving aboard ship? **Mark only ONE answer.**

- ☐ I am presently on deployment
☐ I am living and working aboard ship in port
☐ I am working aboard ship in port and living elsewhere
☐ I am currently assigned to a ship, but living and working ashore (e.g., Blue/Gold crews)

→ Go to Question 19

17. How long is your scheduled deployment for?

- ☐ 2 months
☐ 3 months
☐ 4 months
☐ 5 months
☐ 6 months or more

18. How much time is remaining in your deployment?

- ☐ 1 month or less
☐ 2 months
☐ 3 months
☐ 4 months
☐ 5 months
☐ 6 months or more

19. When did you last serve aboard ship for 90 days or more/60 days or more for submariners?

- ☐ Currently serving aboard ship for that length of time
☐ Within the last year
☐ 1-2 years ago
☐ 3-4 years ago
☐ 5-6 years ago
☐ More than 6 years ago

→ Go to **PERSONAL HEALTH** on Page 6

20. How satisfied are you with the following aspects of shipboard life?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
FACILITIES						
a. The working area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The berthing area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Pillows and bed linens	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Mattresses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Space in your rack	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The shower/head spaces	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Shower/head fixtures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Number of showers/heads	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Personal storage space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SERVICES						
j. The mess area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Food	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Drinking water	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Lounges in berthing area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Lounges outside berthing area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. The gym/physical fitness equipment aboard ship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Recreational activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Movies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. The Library/Multimedia Resource Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s. Internet access (e.g., World Wide Web)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
t. Email access	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
u. Personal computers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
v. Ship's store	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
w. Barber shop	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
x. Post office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
y. Snack bar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
z. Vending machines	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
aa. Laundry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How satisfied are you with the following aspects of shipboard life?

PHYSICAL ENVIRONMENT

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
bb. Lighting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
cc. Temperature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
dd. Ventilation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ee. Cleanliness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ff. Odor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
gg. Noise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
hh. Motion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ii. Vibration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
jj. Safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SOCIAL & OTHER FACTORS

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
kk. Privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ll. Amount of room in berthing area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
mm. Amount of room in working area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
nn. Ability to get in touch with your family/friends ashore	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
oo. The opportunity to feel part of a work team or division	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
pp. Opportunity to get together with friends aboard ship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
qq. Ability to move about the ship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
rr. Quality of port calls	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ss. Number of port calls	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. What impact does shipboard life have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

22. What impact does shipboard life have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

PERSONAL HEALTH

23. What is the state of your health?

- ☐ Excellent
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Very poor

24. Please answer the following questions regarding sources of medical and dental care.

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
a. Whom do you see for the majority of your medical care?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Whom do you see for the majority of your dental care?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Whom do your dependents see for the majority of their medical care?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Whom do your dependents see for the majority of their dental care?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. How satisfied are you with the following aspects of your health and health care?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
a. Your current weight	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your level of energy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. How well you sleep	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The amount of sleep you get	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Your endurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Your physical fitness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The amount of stress in your life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Your medical care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Your dental care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Your dependents' medical care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Your dependents' dental care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. TRICARE							
(1) Overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(2) How claims are handled	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(3) Customer service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(4) Amount of paperwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(5) Medical services available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. What impact does your personal health have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

27. What impact does your personal health have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

SAILOR PREPAREDNESS

SAILOR PREPAREDNESS refers to your preparation and ability to perform your Navy job. This includes your formal and on-the-job training, your preparations for deployment, and other factors that may affect your job.

28. If you have to deploy on short notice in the future, have you made provisions for each of the following?

	YES	NO	DOES NOT APPLY
a. A will	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. A joint checking account	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. A power of attorney	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Childcare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Elder care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Care for pets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. An updated SGLI	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. An updated Page 2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Storage of possessions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Payment of bills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Management of investments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Family health care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. If you are deployed, have you lost time from work due to any of the following personal reasons? **Mark ALL that apply.**

- ☐ Does not apply/Not deployed
- ☐ Your education (if not part of your military duties)
- ☐ Emergency leave
- ☐ Medical or dental needs
- ☐ Other (Please specify) _____

30. How much do you **AGREE** or **DISAGREE** with the following statements?

	COMPLETELY AGREE	AGREE	SOMEWHAT AGREE	NEUTRAL	SOMEWHAT DISAGREE	DISAGREE	COMPLETELY DISAGREE
a. My Navy training/education has been effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My job matches my level of ability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My job matches my level of training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My job matches my level of experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My Navy training/education has allowed me to excel on the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I am satisfied with the level of operational training (on-the-job experiences) I have received in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. My other duties, such as collateral duties or working parties, take away from my primary duties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. The majority of my time in the Navy has been spent working in my rating (enlisted) or my major field/specialty (officers)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. The time I spend away from homeport/permanent duty station increases my desire to leave the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

31. Where have you been located for the past month?

- ☐ Ashore
- ☐ Ashore and deployed
- ☐ Deployed

Go to Question 34

32. In the past month, how much time did you take off from work for each of the following **FAMILY** reasons (include instances when you arrived late or left early or took scheduled leave time)?

	NONE	LESS THAN 1 HOUR	1-2 HOURS	3-4 HOURS	5-7 HOURS	1 DAY	2-5 DAYS	MORE THAN 5 DAYS
a. Caring for children (e.g., a sick child, school visits, no sitter, discipline)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Helping your spouse (e.g., illness or emotional problems)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Family business (e.g., financial or housing matters)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Family transportation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Other family matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

33. In the past month, how much time did you take off from work for each of the following **PERSONAL** reasons? (Include instances when you arrived late or left early or took scheduled leave time.)

	NONE	LESS THAN 1 HOUR	1-2 HOURS	3-4 HOURS	5-7 HOURS	1 DAY	2-5 DAYS	MORE THAN 5 DAYS
a. Your education (if not part of your military duties)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your transportation (e.g., your car wouldn't start)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Pregnancy (e.g., prenatal care or doctor visit)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Your health (sick or doctor/dentist appointment)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Personal business (e.g., financial matters)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Other personal reasons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34. What impact does your preparedness have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
☐ Increases desire to stay
☐ No effect on decision
☐ Decreases desire to stay
☐ Greatly decreases desire to stay

RESIDENCE

RESIDENCE means the place where you live ashore. IF YOU ARE AT SEA, answer the questions in this section for the place where you live ashore.

35. Where do you live at your **PERMANENT DUTY STATION**?

- ☐ Aboard ship in port → Go to **NEIGHBORHOOD** on Page 9
☐ Barracks/dorm (including BEQ or BOQ)
☐ Geographic bachelor's barracks
☐ Military family housing (on base)
☐ Military family housing (off base)
☐ Private Public Venture Housing
☐ Own my home (or pay mortgage), off base
☐ Rental housing, off base
☐ Other (Please specify) _____

36. There may be several reasons why you decided to live where you do. Select **ALL** the reasons that apply from the below sections ("a" through "e").

a. Neighborhood Factors

- ☐ Quality of neighborhood
☐ Sense of community
☐ Sense of support for spouse/family
☐ Schools
☐ Commute convenience for service member
☐ Commute convenience for spouse/family member (e.g., spouse's job, children's school)
☐ Proximity to childcare
☐ Privacy
☐ Security
☐ Convenience of community services and amenities
☐ Desire to "get away from the military"

b. Economic Factors

- ☐ Utilities included in the rent
☐ Insufficient BAH
☐ Own a home already: Cannot afford to buy another one
☐ Own a home already: Waiting for it to sell
☐ Home ownership: An investment
☐ Home ownership: Plan to retire/separate
☐ Do not like to rent
☐ No adequate rental housing was available

c. Government Housing Benefits

- ☐ Short or no waiting list
☐ Government housing benefits (e.g., property maintenance, access to self-help)
☐ Other (Please specify) _____

d. Government Housing Barriers

- ☐ Currently waiting for government housing
☐ Waiting list for government housing too long
☐ Government housing not available
☐ Government housing not immediately available: Did not want to move more than once

e. Quality Factors

- ☐ Larger housing
☐ Better quality
☐ Attractiveness of housing

37. How satisfied are you with various aspects of your current housing ashore?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
a. The attractiveness of the exterior of your housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The floor plan of your housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The privacy of your housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The comfort of your housing (e.g., is it too hot, too cold, too noisy?)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The condition of your housing (e.g., is it well maintained?)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Quality of the building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The number of appliances in your housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Quality of appliances (if provided by the government)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Quality of fixtures (faucets, light fixtures, shower heads)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. The amount of space in your housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. The amount of storage in your housing (closets and other storage space)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. The number of bedrooms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. The cost of your housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Distance of housing from duty station	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Location of housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

38. What impact does your residence have on your ability to perform your job?

- ☐ Greatly increases job performance
☐ Increases job performances
☐ No effect on job performance
☐ Decreases job performance
☐ Greatly decreases job performance

39. What impact does your residence have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
☐ Increases desire to stay
☐ No effect on decision
☐ Decreases desire to stay
☐ Greatly decreases desire to stay

NEIGHBORHOOD

If you are in bachelor quarters, *NEIGHBORHOOD* refers to the immediate area around your quarters.

40. How satisfied are you with the following aspects of your neighborhood at your permanent duty station?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
a. The safety of your neighborhood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The public services in your neighborhood (e.g., trash collection, mail delivery, police protection)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The appearance of your neighborhood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The condition of other dwellings in the neighborhood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The friendliness of people living in your neighborhood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The transportation services in your neighborhood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The sense of community in your neighborhood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. The availability of retail services in your neighborhood (e.g., groceries, dry cleaning)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. The amount of time it takes you to get to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. The availability of recreational programs/facilities in your neighborhood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. The availability of parking in your neighborhood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. The quality of schools in your neighborhood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

41. What impact does your neighborhood have on your ability to perform your job?

- ☐ Greatly increases job performance
☐ Increases job performance
☐ No effect on job performance
☐ Decreases job performance
☐ Greatly decreases job performance

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42. What impact does your neighborhood have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

LEISURE AND RECREATION

43. How satisfied are you with the following aspects of your leisure and recreational activities provided by the Navy?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
a. The variety of leisure activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The cost of leisure activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The facilities provided for leisure activities you enjoy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The equipment provided for leisure activities you enjoy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The amount of leisure time you have	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The quality of leisure activities for your children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The availability of leisure activities for your children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. The variety of leisure activities for your children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

44. What impact do leisure and recreation activities have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

45. What impact do leisure and recreation activities have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

RELATIONSHIPS

Navy leadership recognizes that Navy life can present a challenge to maintaining a quality relationship with others such as friends, relatives, spouses/intimate others, and children. Your feedback will help Navy leaders better understand these challenges and make changes in these areas when possible.

FRIENDS AND FRIENDSHIPS

46. Are your close friends mostly: Mark ALL that apply.

- ☐ Fellow Sailors at this location?
- ☐ Sailors who are stationed at other locations?
- ☐ Civilians in this area?
- ☐ Civilians "back home" or elsewhere?
- ☐ Members of other military services?
- ☐ Other? (Please specify) _____

47. How satisfied are you with the following aspects of your friendships?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED
a. The amount of time you socialize with your close friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The support and encouragement you receive from your close friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The opportunities you have to make new friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Your ability to maintain your close friendships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

48. What impact do your friendships have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

49. What impact do your friendships have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

RELATIONSHIP WITH RELATIVES

50. Do you have any living relatives (parents, grandparents, brothers, sisters, and/or in-laws)?

- ☐ Yes
- ☐ No → Go to MARRIAGE/INTIMATE RELATIONSHIP

51. How satisfied are you with the amount of time you spend with the relatives listed below?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
a. Parent(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Grandparent(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Brother(s)/Sister(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. In-laws	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Other close relatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

52. How satisfied are you with the following aspects of your relationship with your relatives?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
a. The amount of contact you have with your relatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. How well you and your relatives get along with each other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Your relatives' support of your military career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Your relatives' respect for your independence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The ease with which you can visit your relatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

53. What impact does your relationship with your relatives have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

54. What impact does your relationship with your relatives have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

MARRIAGE/INTIMATE RELATIONSHIP

55. At this time are you:

- ☐ Married
- ☐ Involved in a serious intimate relationship, but not married
- ☐ Not seriously involved with anyone

→ Go to RELATIONSHIP WITH YOUR CHILDREN on Page 12

56. How satisfied are you with the following aspects of your marriage/intimate relationship?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	COMPLETELY DISSATISFIED	DOES NOT APPLY
a. The love and understanding you receive in your relationship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The communication within the relationship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The way conflicts are resolved with your partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Your partner's support of your military career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The compatibility of interests between you and your partner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The level of respect in the relationship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The physical aspect of your relationship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. The time away from home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

57. What impact does your marriage/intimate relationship have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

58. What impact does your marriage/intimate relationship have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

RELATIONSHIP WITH YOUR CHILDREN

59. Are there children under the age of 21 living in your household?

- ☐ Yes
- ☐ No → Go to PERSONAL DEVELOPMENT

60. How many children in each of the following age groups live in your household?

	ONE	TWO	3 OR MORE
a. Under 1 year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. 1 to 4 years 11 months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. 5 to 11 years 11 months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. 12 to 14 years 11 months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. 15 to 18 years 11 months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. 19 to 20 years 11 months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

61. How satisfied are you with the following aspects of your relationship with your children?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	COMPLETELY DISSATISFIED
a. The amount of time you have with your children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The quality of time you spend with your children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The love and understanding between you and your children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The time away from home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How satisfied are you with the following aspects of your relationship with your children?

	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	COMPLETELY DISSATISFIED
e. The care and attention your children receive while you are at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The educational value of your children's activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The level of respect between you and your children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. The way conflicts are resolved with your children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. How well your children act when you tell them to do something	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

62. What impact does your relationship with your children have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

63. What impact does your relationship with your children have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

PERSONAL DEVELOPMENT

64. What is the highest level of education you received while in the Navy?

- ☐ None
- ☐ Alternate degree/GED/homestudy/Adult-school certification
- ☐ Completed vocational training
- ☐ High School diploma/graduate
- ☐ Some college, no degree
- ☐ Associate's degree or other 2-year degree
- ☐ Bachelor's degree (B.A. or B.S.)
- ☐ Some graduate school courses
- ☐ Master's degree (M.A., M.S., M.B.A., etc.)
- ☐ Doctoral/professional degree (J.D., Ph.D., M.D., etc.)

65. How much do you **AGREE** or **DISAGREE** with the following statements regarding Navy training/education?

	COMPLETELY AGREE	AGREE	SOMEWHAT AGREE	NEUTRAL	SOMEWHAT DISAGREE	DISAGREE	COMPLETELY DISAGREE
a. I have access to adequate military technical training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I have access to adequate general military training/education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I have access to training opportunities to upgrade my military skills and qualifications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I am satisfied with the amount of time I am given to upgrade my skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Navy training/education has prepared me well for my current job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Navy training/education has prepared the members of my workgroup/squadron to do their current jobs well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

66. How satisfied are you with the progress you have made regarding the following aspects of your personal development?

	COMPLETELY SATISFIED	SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED
a. Ability to get along with others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Ability to solve problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Ability to make good decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Intellectual growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Physical appearance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Your educational goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. General competence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Self-discipline	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Your personal goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

67. What impact does your personal development have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

68. What impact does your personal development have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

STANDARD OF LIVING/INCOME

The following questions ask about your financial status. The results will be presented in a manner that ensures that you cannot be identified. The information from these questions and other sources may be used to evaluate current pay and benefit policies and programs.

69. How satisfied are you with the following aspects of your financial situation?

	COMPLETELY SATISFIED	SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	DISSATISFIED	COMPLETELY DISSATISFIED
a. Money available for essentials	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Money available for extras	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Money available for savings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Money available for investments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

70. Which of the following best describes your own or your family's financial situation at this time?

- ☐ Very comfortable and secure
- ☐ Able to make ends meet without much difficulty
- ☐ Occasionally have some difficulty making ends meet
- ☐ Tough to make ends meet but keeping my/our head above water
- ☐ In over my/our head

71. What percent of your total family income is provided by each of the following sources?

	0%	1-20%	21-40%	41-60%	61-80%	81-100%
a. Your Navy job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Civilian 2nd job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Spouse income	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Return on financial investments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Other financial assistance (child support, Medicaid, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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72. Currently, how much do you (and your spouse) owe on **PERSONAL UNSECURED** debt?

Include: credit cards, debt consolidation loans, AAFES, NEXCOM, student and personal loans

Exclude: mortgage loans, car loans, boat loans, etc.

- ☐ None
- ☐ Less than \$1,000
- ☐ \$1,000 to \$4,999
- ☐ \$5,000 to \$9,999
- ☐ \$10,000 to \$24,999
- ☐ \$25,000 to \$49,999
- ☐ \$50,000 to \$74,999
- ☐ \$75,000 or more

73. Currently, how much do you (and your spouse) owe on **PERSONAL SECURED** debt?

Include: long-term lines of credit associated with property (home mortgage, car/boat loans, etc.)

- ☐ None
- ☐ Less than \$10,000
- ☐ \$10,000 to \$24,999
- ☐ \$25,000 to \$49,999
- ☐ \$50,000 to \$74,999
- ☐ \$75,000 to \$99,999
- ☐ \$100,000 to \$124,999
- ☐ \$125,000 to \$149,999
- ☐ \$150,000 or more

74. Have any of the following things happened to you during the last year? **Mark ALL that apply.**

- ☐ Indebtedness letter to your command
- ☐ Repossession of something purchased
- ☐ Bankruptcy
- ☐ Crisis loan from military relief organization
- ☐ Trouble over paying child support payments
- ☐ None of the above

75. What impact does your standard of living/income have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

76. What impact does your standard of living/income have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

SPIRITUAL WELL-BEING

77. Is religion or spirituality an important factor in your life?

- ☐ Yes
- ☐ No → Go to **LIFE AS A WHOLE** on Page 15

78. How much do you **AGREE** or **DISAGREE** with the following statements?

	COMPLETELY AGREE	AGREE	SOMEWHAT AGREE	NEUTRAL	SOMEWHAT DISAGREE	DISAGREE	COMPLETELY DISAGREE
a. My life has meaning and purpose	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I am a spiritually minded person	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Participating in a faith community is important to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Prayer, meditation, or reflection is important to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I am a spiritually fit person	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I have hope because of my faith	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Spiritually speaking, I am never alone	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. My spirituality helps me cope with stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Feeling accepted by God/my higher power is important for me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. I feel in touch with or connected with people and the world around me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. My spiritual well being is up to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. I am able to meet my spiritual needs in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

79. What impact does your spiritual well-being have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

80. What impact does your spiritual well-being have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

LIFE AS A WHOLE

81. How satisfied are you with your life overall?

- ☐ Completely satisfied
- ☐ Satisfied
- ☐ Somewhat satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Somewhat dissatisfied
- ☐ Dissatisfied
- ☐ Completely dissatisfied

82. How satisfied are you with the military way of life?

- ☐ Completely satisfied
- ☐ Satisfied
- ☐ Somewhat satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Somewhat dissatisfied
- ☐ Dissatisfied
- ☐ Completely dissatisfied

83. How do you feel about your life at the present time?

- ☐ Very optimistic
- ☐ Optimistic
- ☐ Neither optimistic nor pessimistic
- ☐ Pessimistic
- ☐ Very pessimistic

84. What impact does your quality of life in the Navy have on your ability to perform your job?

- ☐ Greatly increases job performance
- ☐ Increases job performance
- ☐ No effect on job performance
- ☐ Decreases job performance
- ☐ Greatly decreases job performance

85. What impact does your quality of life in the Navy have on your desire to stay in the Navy?

- ☐ Greatly increases desire to stay
- ☐ Increases desire to stay
- ☐ No effect on decision
- ☐ Decreases desire to stay
- ☐ Greatly decreases desire to stay

OVERALL SATISFACTION WITH LIFE EXPERIENCES

86. You have been asked about your experiences in critical areas of Navy life such as your Residence, Shipboard Life, and your Military Job. How satisfied are you **OVERALL** in each of these areas?

[illegible]

BACKGROUND

87. Are you:

- ☐ Male?
- ☐ Female?

88. Are you Spanish/Hispanic/Latino? Mark "NO" if not Spanish/Hispanic/Latino.

- ☐ No, not Spanish/Hispanic/Latino
- ☐ Yes, Mexican, Mexican American, Chicano
- ☐ Yes, Puerto Rican
- ☐ Yes, Cuban
- ☐ Yes, other Spanish/Hispanic/Latino

89. What is your race? *Mark one or more races to indicate what you consider yourself to be.*

- ☐ American Indian or Alaska Native
- ☐ Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)
- ☐ Black or African-American
- ☐ Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian)
- ☐ White

90. What is your SSN? (Optional)

This information will be used only to conduct retention and other follow-on research as needed. Your confidentiality will be maintained.

SSN								
0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9

91. What was your age on your last birthday?

Years	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

92. What is your marital status?

- ☐ Single, never married
- ☐ Married for the first time
- ☐ Remarried (was divorced or widowed)
- ☐ Legally separated (or filing for divorce)
- ☐ Divorced
- ☐ Widowed

93. What is your spouse's employment situation? *Mark ALL that apply.*

- ☐ I do not have a spouse
- ☐ My spouse is in the military
- ☐ My spouse is self-employed
- ☐ My spouse works in a civilian job part time
- ☐ My spouse works in a civilian job full time
- ☐ My spouse is unemployed by choice
- ☐ My spouse is unemployed, but actively seeking employment

94. Do you have any dependents? *Mark ALL that apply.*

- ☐ No, I have no dependents
- ☐ Current spouse (non-military)
- ☐ Former spouse (non-military)
- ☐ Child(ren)
- ☐ Legal ward(s)
- ☐ Parents or other relative(s)

95. What is your paygrade?

- | | | |
|---------------------------|----------------------------|------------------------------------|
| <input type="radio"/> E-1 | <input type="radio"/> W-2 | <input type="radio"/> O-1 |
| <input type="radio"/> E-2 | <input type="radio"/> W-3 | <input type="radio"/> O-2 |
| <input type="radio"/> E-3 | <input type="radio"/> W-4 | <input type="radio"/> O-3 |
| <input type="radio"/> E-4 | | <input type="radio"/> O-4 |
| <input type="radio"/> E-5 | <input type="radio"/> O-1E | <input type="radio"/> O-5 |
| <input type="radio"/> E-6 | <input type="radio"/> O-2E | <input type="radio"/> O-6 |
| <input type="radio"/> E-7 | <input type="radio"/> O-3E | <input type="radio"/> O-7 or above |
| <input type="radio"/> E-8 | | |
| <input type="radio"/> E-9 | | |

96. How long have you been in your present paygrade? (Fill in all columns; for example, 3 years = 03 and 9 months = 09)

Years		Months	
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

97. How long have you been on active duty in the Navy? (Fill in all columns; for example, 3 years = 03 and 9 months = 09)

Years		Months	
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
		5	5
		6	6
		7	7
		8	8
		9	9

98. If enlisted, are you in your first enlistment/extension, or if an officer, are you in your initial obligation/extension?

- ☐ Yes
☐ No

99. How long have you been in your present assignment/duty station? (Fill in all columns; for example, 3 years = 03 and 9 months = 09)

Years		Months	
0	0	0	0
1	1	1	1
		2	2
		3	3
		4	4
		5	5
		6	6
		7	7
		8	8
		9	9

100. What is your current billet?

- ☐ Shore duty, CONUS
☐ Shore duty, OCONUS
☐ Sea duty, CONUS
☐ Sea duty, OCONUS
☐ Duty Under Instruction
☐ Other (Please specify) _____

101. To what type of ship/activity are you currently assigned?

- ☐ Shore
☐ Shore--training
☐ Afloat staff
☐ Aviation Squadron
☐ Carrier-based Aviation Squadron/Detachment
☐ Aircraft Carrier
☐ Cruiser
☐ Destroyer types (includes frigates)
☐ Minecraft
☐ Submarine
☐ Tender/Repair ship
☐ Reserve Unit
☐ Service Force ship
☐ Amphibious ship
☐ Amphibious craft
☐ Other (Please specify) _____

102. What date did you complete this survey?

DATE					
MO		DAY		YR	
0	0	0	0	0	0
1	1	1	1	1	1
		2	2	2	2
		3	3	3	
		4		4	
		5		5	
		6		6	
		7		7	
		8		8	
		9		9	

103. Where are you currently located?

MID-ATLANTIC

- ☐ Annapolis U.S. Naval Academy/Naval Station
- ☐ Dahlgren Naval Surface Warfare Center
- ☐ Dam Neck Fleet Combat Training Center, Atlantic
- ☐ Indian Head Naval Surface Warfare Center
- ☐ Little Creek Naval Amphibious Base
- ☐ Newport News Shipyard
- ☐ Norfolk Naval Shipyard
- ☐ Norfolk Naval Station
- ☐ Oceana Naval Air Station
- ☐ Patuxent River Naval Air Station
- ☐ Portsmouth Naval Medical Center
- ☐ Sugar Grove Naval Security Group Activity
- ☐ Yorktown Naval Weapons Station
- ☐ Other (Please specify) _____

NORTHEAST

- ☐ Boston Navy Yard
- ☐ Brunswick Naval Air Station
- ☐ Earle Naval Weapons Station
- ☐ Lakehurst Naval Air Engineering Station
- ☐ New London Naval Submarine Base
- ☐ Newport Naval Station
- ☐ Portsmouth Naval Shipyard
- ☐ Other (Please specify) _____

NAVAL DISTRICT WASHINGTON

- ☐ Anacostia Naval Station
- ☐ Bethesda Naval Medical Center
- ☐ Bureau of Naval Medicine and Surgery, Washington, DC
- ☐ Bureau of Naval Medicine, Bethesda
- ☐ Naval Air Facility at Andrews Air Force Base
- ☐ Naval Observatory
- ☐ Naval Recreation Center, Solomons
- ☐ Navy Annex
- ☐ Nebraska Avenue Complex
- ☐ Pentagon - OPNAV
- ☐ Pentagon - Other Navy
- ☐ Washington Navy Yard
- ☐ Other (Please specify) _____

PENSACOLA

- ☐ Corry Station
- ☐ Naval Air Station Pensacola
- ☐ Saufley Field
- ☐ Whiting Field Naval Air Station
- ☐ Other (Please specify) _____

SOUTHEAST

- ☐ Atlanta Naval Air Station
- ☐ Charleston Naval Weapons Station
- ☐ Guantanamo Bay Naval Base
- ☐ Gulfport Naval Construction Battalion Center
- ☐ Jacksonville Naval Air Station
- ☐ Key West Naval Air Station
- ☐ Keyport Undersea Warfare Center
- ☐ Kings Bay Naval Submarine Base
- ☐ Mayport Naval Station
- ☐ Mid-South Naval Support Activity (Memphis/Millington)
- ☐ Meridian Naval Air Station
- ☐ Orlando Training Systems Division
- ☐ Panama City Naval Coastal Systems Station
- ☐ Pascagoula Naval Station
- ☐ Roosevelt Roads Naval Station
- ☐ Other (Please specify) _____

SOUTHWEST

- ☐ China Lake Naval Air Weapons Station
- ☐ Concord Naval Weapons Station
- ☐ Coronado Naval Base (Naval Amphibious Base, North Island Naval Air Station, San Clemente Island)
- ☐ El Centro Naval Air Facility
- ☐ Fallon Naval Air Station
- ☐ Lemoore Naval Air Station
- ☐ Monterey Naval Post-Graduate School
- ☐ San Diego, Fleet Combat Training Center, Pacific
- ☐ San Diego Naval Medical Center
- ☐ San Diego Naval Station (32nd Street)
- ☐ San Diego Naval Submarine Base (Point Loma)
- ☐ San Diego, Pacific Fleet AntiSubmarine Warfare Training Center
- ☐ Seal Beach Weapons Support Facility
- ☐ Ventura County Naval Base (Point Mugu Naval Air Weapons Station, Port Hueneme Naval Construction Battalion Center)
- ☐ Other (Please specify) _____

NORTHWEST

- ☐ Bangor Naval Submarine Base
- ☐ Bremerton Naval Station
- ☐ Everett Naval Station
- ☐ Indian Island Magazine
- ☐ Whidbey Island Naval Air Station
- ☐ Other (Please specify) _____

HAWAII

- ☐ Naval Computer Telecommunications Area Master Station (NCTAMS) PAC
- ☐ Naval Magazine Luaualei
- ☐ Naval Magazine Westloch
- ☐ Naval Security Group Activity (NSGA) Kunia
- ☐ Pearl Harbor Naval Station
- ☐ Other (Please specify) _____

MIDWEST

- ☐ Crane Naval Surface Warfare Center
- ☐ Great Lakes Naval Training Center
- ☐ Other (Please specify) _____

SOUTH

- ☐ Corpus Christi Naval Air Station
- ☐ Ingleside Naval Station
- ☐ Kingsville Naval Air Station
- ☐ New Orleans Naval Air Station
- ☐ New Orleans Naval Support Activity
- ☐ Other (Please specify) _____

OCONUS

Europe

- ☐ Gaeta, Italy
- ☐ Germany
- ☐ Keflavik Naval Air Station
- ☐ La Maddalena, Italy
- ☐ London CINCUSNAVEUR
- ☐ Naples, Italy
- ☐ Rota Naval Station
- ☐ Sigonella Naval Air Station
- ☐ St. Mawgan United Kingdom/Joint Maritime Facility
- ☐ United Kingdom Naval Activities
- ☐ Other (Please specify) _____

Japan

- ☐ Atsugi Naval Air Facility
- ☐ Diego Garcia Naval Support Activity
- ☐ Misawa Naval Air Facility
- ☐ Okinawa Fleet Activities
- ☐ Sasebo Fleet Activities
- ☐ Yokosuka Fleet Activities
- ☐ Other (Please specify) _____

☐ Bahrain Naval Support Activity

☐ Singapore (NAVLOGGRP WESTPAC)

☐ U. S. Naval Forces Korea

Guam

- ☐ Guam Naval Support Activity
- ☐ Other (Please specify) _____

Guantanamo Bay Naval Base and Roosevelt Roads Naval Station are listed in the SOUTHEAST region.

GENERAL COMMENTS

Thank you very much for your cooperation in this important survey. If you have comments or concerns that you were not able to express in answering the survey, please use the space below to tell us about them. If your comment is about a particular question or section of the survey, be sure to identify which part of the survey you are referring to. Any comments you make on this questionnaire will be kept confidential.

Thank you for your time and ideas!

If you have any questions, contact:

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(901) 874-4646 or DSN 882-4646
e-mail: gerry.wilcove@persnet.navy.mil

or

Dr. Michael Schwerin
(901) 874-4654 or DSN 882-4654
e-mail: michael.schwerin@persnet.navy.mil

Please complete the survey **as soon as possible**, and put it in the envelope provided or return to:

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